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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 VII

West South Central Cities

+

Prepared by the

DIVISION OF CONSTRUCTION AND  
PUBLIC EMPLOYMENT

Herman B. Byer, Chief



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FRANCES PERKINS, *Secretary*



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## Letter of Transmittal

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

**The SECRETARY OF LABOR:**

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

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*



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

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

**Summary**

On July 1, 1938, police-department employees of 24 West South Central cities<sup>2</sup> numbered about 3,180 persons, whose annual salaries totaled approximately \$5,557,000. These employees served a combined population of two and a half million people at a salary cost of \$2.21 per capita.

The highest individual salary was \$6,000 and the lowest was \$576, but three-fourths of all employees received salaries ranging between \$1,450 and \$1,950. Patrolmen comprised 59 percent of all employees. Although more than three-fourths of the patrolmen received salaries between \$1,450 and \$1,850, some were paid as high as \$2,004. Seventy-eight percent of the patrolmen were classified as first-grade. Promotion of patrolmen from lower grades after a specified period of satisfactory service was automatic in 8 out of the 24 cities.

More than four-fifths of all police employees worked under some form of the three-platoon system, with time on duty ranging from 48 to 56 hours a week.

**Employment and Salaries**

**Range of Salaries**

Three-fourths of all salaries in the West South Central police departments were between \$1,450 and \$1,950, and the remaining salaries were divided fairly even above and below this range. Seventy-two percent of all salaries in group I<sup>3</sup> were between \$1,550 and \$1,950.

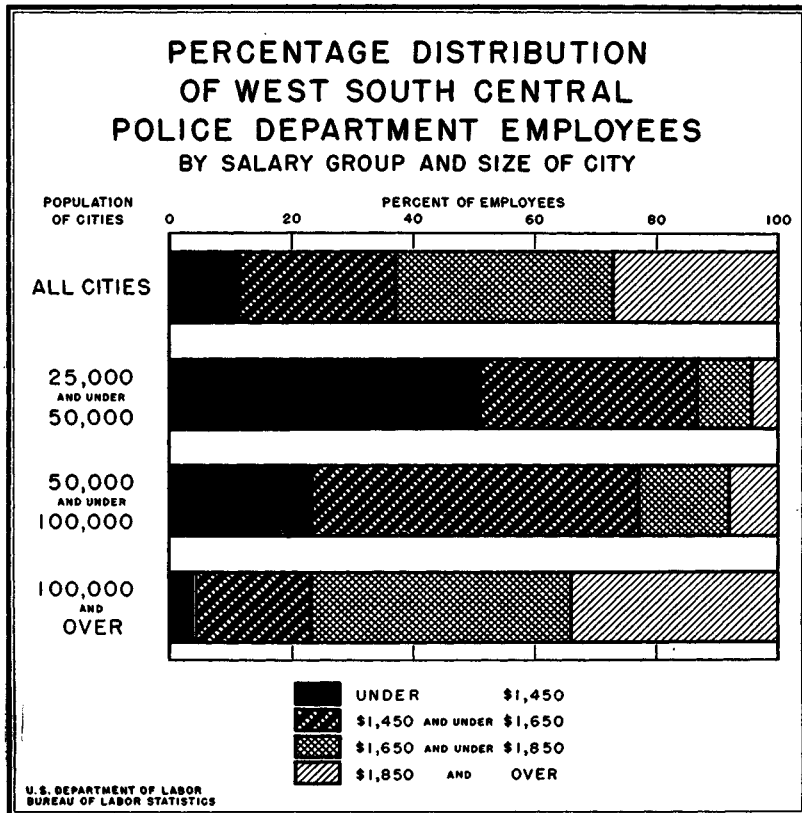
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<sup>1</sup> Analysis and presentation by Gerald M. Whitright and M. F. Thurston. Editing and tabulation of data by Mahlon B. Buckman. Carol P. Brainerd, technical adviser.

<sup>2</sup> These include all cities in Arkansas, Louisiana, Oklahoma, and Texas with populations of 25,000 or more in 1930, except Baton Rouge, La. (30,729); Fort Smith, Ark. (31,429); and Laredo, Tex. (32,618); for which information was not available. Texarkana, Ark., and Texarkana, Tex., adjacent cities with less than 25,000 each, are included on the basis of their combined populations.

<sup>3</sup> Cities have been divided on the basis of the U. S. Census of Population for 1930 into 3 size groups, as follows: Group I, cities with a population of 100,000 or more; group II, cities of 50,000 and under 100,000; and group III, cities of 25,000 and under 50,000. Texarkana, Ark., and Texarkana, Tex., are included in group III on the basis of their combined populations.

The two groups of smaller cities had similar concentrations but at lower levels. For instance, 73 percent of the employees in group II received between \$1,350 and \$1,650, and 79 percent of those in group III received between \$1,250 and \$1,650. The grouping of all employees into four salary classifications in the accompanying chart indicates the difference in salary levels in the three groups of cities.



The exceptionally high percentages of salaries within particular \$100 ranges in groups I and II reflect the influence of salary rates within the largest departments in each group. In group I, the concentration of 26 percent of employees in the salary class of \$1,750 to \$1,850 can be credited largely to 459 employees in various occupations in New Orleans who received \$1,824. Similarly, the 84 employees receiving \$1,590 in Shreveport constituted over half of the 31 percent of employees in group II in the range of \$1,550 to \$1,650.



**TABLE 1.**—*Police-department employees in West South 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.....	3,183	2,417	502	264	100.0	100.0	100.0	100.0
Under \$1,050.....	38	27	7	4	1.2	1.1	1.4	1.5
\$1,050 to \$1,149.....	8	4	3	1	.3	.2	.6	.4
\$1,150 to \$1,249.....	64	44	4	16	2.0	1.8	.8	6.1
\$1,250 to \$1,349.....	68	17	8	43	2.1	.7	1.6	16.3
\$1,350 to \$1,449.....	176	11	95	70	5.5	.4	18.9	26.5
\$1,450 to \$1,549.....	331	188	116	27	10.4	7.8	23.1	10.2
\$1,550 to \$1,649.....	481	280	153	68	15.1	10.7	30.5	25.8
\$1,650 to \$1,749.....	465	422	35	8	14.6	17.5	7.0	3.0
\$1,750 to \$1,849.....	686	628	41	17	21.6	26.0	8.1	6.4
\$1,850 to \$1,949.....	444	430	11	3	14.0	17.8	2.2	1.1
\$1,950 to \$2,049.....	192	185	7	—	6.0	7.7	1.4	—
\$2,050 to \$2,149.....	35	31	3	1	1.1	1.3	.6	.4
\$2,150 to \$2,249.....	74	74	—	—	2.3	3.1	—	—
\$2,250 to \$2,349.....	20	16	4	—	.6	.7	.8	—
\$2,350 to \$2,449.....	18	11	4	3	.6	.4	.8	1.1
\$2,450 to \$2,549.....	8	4	3	1	.3	.2	.6	.4
\$2,550 to \$2,649.....	27	25	1	1	.8	1.0	.2	.4
\$2,650 to \$2,749.....	12	12	—	—	.4	.5	—	—
\$2,750 to \$2,849.....	1	1	—	—	( <sup>3</sup> )	( <sup>3</sup> )	—	—
\$2,850 to \$2,949.....	—	—	—	—	—	—	—	—
\$2,950 to \$3,049.....	7	5	1	1	.2	.2	.2	.4
\$3,050 and over.....	28	22	6	—	.9	.9	1.2	—

<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 cities in the West South Central States, 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 full-time employees.<sup>4</sup> Includes employees with salaries ranging from \$600 to \$1,020.<sup>5</sup> Includes employees with salaries ranging from \$576 to \$1,020.<sup>6</sup> Includes employees with salaries ranging from \$900 to \$1,020.<sup>7</sup> Less than 1/10 of 1 percent.<sup>8</sup> Includes employees with salaries ranging from \$3,060 to \$6,000.<sup>9</sup> Includes employees with salaries ranging from \$3,120 to \$3,900.

Twenty-seven of the thirty-five salaries of \$2,950 or more were paid by cities of group I, 7 by cities of group II, and 1 by a city of group III. The maximum salary of \$6,000 was paid to the chief of police of New Orleans, in group I. Highest salaries in the other two groups were also those of chiefs—\$3,900 in Shreveport and \$3,000 in Amarillo.

### Salaries in Various Occupations

Distributions of employees in the same occupation according to salary rates show clearly the influence of the size of city. While there were no marked differences between city groups in the width of the spreads for any occupation, the general level of salaries for each group corresponded to the size of city. In other words, the larger cities generally paid the higher salaries. A difference in range of salaries is seen in a comparison of different occupations. Not only did the higher-

ranking officers receive higher salaries but the difference between the high and low salaries for any occupation increased directly with the rank of the officer. Salaries for chiefs, for instance, varied from \$1,440 to \$6,000, while those of captains varied over a narrower range—from \$1,380 to \$2,700.

All eight chiefs in the cities of group I and all but one in the cities of group II were paid \$3,050 or more. In the smallest cities, the chief of Amarillo, receiving \$3,000 per year, was the only one with a salary of more than \$2,650.

None of the 39 captains of cities of group I received less than \$2,150 and 17 received between \$2,550 and \$2,750. The 7 captains in the 4 cities of group III reporting captains had salaries between \$1,350 and \$1,950. The range of captains' salaries in group II was from \$1,850 to \$2,550.

Of the 39 lieutenants reported, 31 were in group I. These officers received from \$1,950 to \$2,350 per year. The remaining 8 lieutenants were in 2 cities of group II. Little Rock paid its 4 lieutenants \$1,770 each, and Shreveport paid its 4 a salary of \$2,040 each.

Twenty of the twenty-four cities reported sergeants. Of the 122 officers of this rank 92 were in group I. The lowest salary rate in group I and the highest in group III fell within the same \$100 interval of \$1,650 to \$1,750; however, all salaries of group I sergeants were actually higher than those of group III. Salaries of group II sergeants fell midway between the extremes set by the larger and smaller groups.

The wide dispersion of salaries in both the detective bureaus and fingerprint sections resulted not only from the great variation of salary rates in different cities but also from a wide variation of occupations or ranks within individual bureaus or sections. The work of the fingerprint sections was closely related to that of the detective bureaus. Some cities reported no fingerprint section, the work of that section being done by the detective bureau or by the uniformed force.

The 1,393 patrolmen in group I constituted almost three-fourths of all patrolmen. Seventy-five percent of the patrolmen of group I received salaries of \$1,650 or more, while the bulk of the patrolmen in the other groups received less than \$1,650. The \$200 interval from \$1,450 to \$1,650 included almost a fourth of the patrolmen in group I, more than two-thirds of those in group II, and a third of those in group III. Fifty-five percent of the patrolmen in group III received from \$1,250 to \$1,450 per year.

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

Salary class	All occupations				Chiefs				Assistants to 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>			City group <sup>3</sup>
		I	II	III		I	II	III		I	II	III	I <sup>4</sup>
Number of cities reporting indicated occupations.....	24	8	7	9	24	8	7	9	9	2	3	4	4
All salaries.....	3, 183	2, 417	502	264	24	8	7	9	10	3	3	4	6
Under \$1,050.....	38	27	7	4									
\$1,050 to \$1,149.....	8	4	3	1									
\$1,150 to \$1,249.....	64	44	4	16									
\$1,250 to \$1,349.....	68	17	8	43									
\$1,350 to \$1,449.....	176	11	95	70	1			1					
\$1,450 to \$1,549.....	331	188	116	27					1			1	
\$1,550 to \$1,649.....	481	260	153	68									
\$1,650 to \$1,749.....	465	422	35	8									
\$1,750 to \$1,849.....	686	628	41	17	1			1	1			1	
\$1,850 to \$1,949.....	444	430	11	3	1			1	1			1	
\$1,950 to \$2,049.....	192	185	7										
\$2,050 to \$2,149.....	35	31	3	1					2		1	1	
\$2,150 to \$2,249.....	74	74											1
\$2,250 to \$2,349.....	20	16	4						1		1		
\$2,350 to \$2,449.....	18	11	4	3	4		1	3					
\$2,450 to \$2,549.....	8	4	3	1	1			1	1		1		
\$2,550 to \$2,649.....	27	25	1	1	1			1					1
\$2,650 to \$2,749.....	12	12											
\$2,750 to \$2,849.....	1	1											
\$2,850 to \$2,949.....													
\$2,950 to \$3,049.....	7	5	1	1	1			1					
\$3,050 and over.....	28	22	6		14	8	6		3	3			4

Salary class	Captains				Lientenants				Sergeants				Patrolmen			
	All cities	City group <sup>3</sup>			All cities <sup>3</sup>	City group <sup>3</sup>			All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>		
		I	II	III		I	II			I	II	III		I	II	III
Number of cities reporting indicated occupations...	14	6	4	4	7	5	2		20	8	6	6	24	8	7	9
All salaries.....	46	33	6	7	39	31	8		122	92	17	13	1,875	1,393	330	152
Under \$1,050.....													4		2	2
\$1,050 to \$1,149.....													12			12
\$1,150 to \$1,249.....													2		5	38
\$1,250 to \$1,349.....									2				2			
\$1,350 to \$1,449.....	1			1					2				134	2	86	46
\$1,450 to \$1,549.....									4				262	147	105	10
\$1,550 to \$1,649.....									9		7	2	355	196	121	38
\$1,650 to \$1,749.....									11	5	3	3	368	366		2
\$1,750 to \$1,849.....	5			5	4		4		10	3	7		450	435	11	4
\$1,850 to \$1,949.....	3		2	1					52	52			195	195		
\$1,950 to \$2,049.....	1		1		23	19	4		24	24			52	52		
\$2,050 to \$2,149.....					3	3			8	8						
\$2,150 to \$2,249.....	9	9			4	4										
\$2,250 to \$2,349.....	6	4	2		5	5										
\$2,350 to \$2,449.....	3	3														
\$2,450 to \$2,549.....	1		1													
\$2,550 to \$2,649.....	16	16														
\$2,650 to \$2,749.....	1	1														
\$2,750 to \$2,849.....																
\$2,850 to \$2,949.....																
\$2,950 to \$3,049.....																
\$3,050 and over.....																

See footnotes at end of table.

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

Salary class	Detective bureaus, all occupations				Fingerprint sections, all occupations				Operators, radio and telephone				Others			
	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.....	21	8	7	6	22	8	7	7	12	7	4	1	22	8	7	7
All salaries.....	414	330	64	20	71	50	14	7	62	52	9	1	514	419	44	51
Under \$1,050.....	---	---	---	---	1	---	1	---	3	3	---	---	30	24	4	2
\$1,050 to \$1,149.....	---	---	---	---	---	---	---	---	4	4	---	---	4	---	3	1
\$1,150 to \$1,249.....	---	---	---	---	3	3	---	---	9	9	---	---	40	32	4	4
\$1,250 to \$1,349.....	---	---	---	---	1	---	1	---	4	4	---	---	18	13	2	3
\$1,350 to \$1,449.....	10	---	8	2	1	---	1	---	1	---	1	---	26	9	---	17
\$1,450 to \$1,549.....	2	---	---	2	8	6	1	1	4	---	3	1	50	35	7	8
\$1,550 to \$1,649.....	13	---	2	11	9	1	5	3	13	9	4	---	82	54	14	14
\$1,650 to \$1,749.....	56	26	29	1	4	2	1	1	5	4	1	---	21	19	1	1
\$1,750 to \$1,849.....	85	68	13	4	5	3	1	1	5	5	---	---	120	114	5	1
\$1,850 to \$1,949.....	112	106	6	---	10	9	1	---	8	8	---	---	62	60	2	---
\$1,950 to \$2,049.....	46	46	---	---	17	15	2	---	6	6	---	---	23	23	---	---
\$2,050 to \$2,149.....	11	9	2	---	3	3	---	---	---	---	---	---	8	8	---	---
\$2,150 to \$2,249.....	54	54	---	---	2	2	---	---	---	---	---	---	4	4	---	---
\$2,250 to \$2,349.....	5	5	---	---	1	1	---	---	---	---	---	---	2	1	1	---
\$2,350 to \$2,449.....	3	1	2	---	1	---	1	---	---	---	---	---	7	7	---	---
\$2,450 to \$2,549.....	3	2	1	---	1	1	---	---	---	---	---	---	1	1	---	---
\$2,550 to \$2,649.....	8	7	1	---	1	1	---	---	---	---	---	---	---	---	---	---
\$2,650 to \$2,749.....	1	1	---	---	1	1	---	---	---	---	---	---	9	9	---	---
\$2,750 to \$2,849.....	---	---	---	---	---	---	---	---	---	---	---	---	1	1	---	---
\$2,850 to \$2,949.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
\$2,950 to \$3,049.....	2	2	---	---	1	1	---	---	---	---	---	---	3	2	1	---
\$3,050 and over.....	3	3	---	---	1	1	---	---	---	---	---	---	3	3	---	---

<sup>1</sup> For a more detailed analysis of data, see appendix tables B, C, and D.<sup>2</sup> Includes assistant or deputy chiefs and assistant deputy chiefs.<sup>3</sup> See footnote 2 of table 1 for size of cities in each group.<sup>4</sup> No inspectors reported for cities of groups II and III.<sup>5</sup> No lieutenants reported for cities of group III.

Seventy-eight percent of all the 1,875 patrolmen were reported as first-grade, and 387 of the remaining 421 were given the second-grade rating. In general, the salaries of first-grade patrolmen were higher than the salaries of patrolmen in lower grades in cities of the same size group. On the other hand, the importance of the size of city in determining salary rates is demonstrated by the fact that the 15 fourth-grade patrolmen in New Orleans received higher salaries than over two-thirds of first-grade patrolmen in cities of group III.

**TABLE 3.**—*Police patrolmen in West South Central cities classified according to salaries and grades, July 1, 1938*

Salary class	All grades								Number of patrolmen by specified grade			
	Number				Percentage				First grade <sup>1</sup>			
	All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>		
		I	II	III		I	II	III		I	II	III
All salaries.....	1,875	1,393	330	152	100.0	100.0	100.0	100.0	1,454	1,005	314	135
Under \$1,050.....	4		2	2	.2		.6	1.3				
\$1,050 to \$1,149.....												
\$1,150 to \$1,249.....	12			12	.6			7.9	6			6
\$1,250 to \$1,349.....	43		5	38	2.3		1.5	25.0	38			38
\$1,350 to \$1,449.....	134	2	86	46	7.2	.1	26.1	30.3	125		79	46
\$1,450 to \$1,549.....	262	147	105	10	14.0	10.6	31.8	6.6	247	132	105	10
\$1,550 to \$1,649.....	355	196	121	38	18.9	14.1	36.7	25.0	338	190	119	29
\$1,650 to \$1,749.....	368	366		2	19.6	26.3		1.3	360	358		2
\$1,750 to \$1,849.....	450	435	11	4	24.0	31.2	3.3	2.6	93	78	11	4
\$1,850 to \$1,949.....	195	195			10.4	14.0			195	195		
\$1,950 to \$2,049.....	52	52			2.8	3.7			52	52		

Salary class	Number of patrolmen by specified grade											
	Second grade				Third grade				Fourth grade			
	All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>		
		I	II	III		I	II	III		I	II	III
All salaries.....	387	362	14	11	16	9	1	6	18	17	1	
Under \$1,050.....	1			1	2		1	1	1		1	
\$1,050 to \$1,149.....												
\$1,150 to \$1,249.....	1			1	5			5				
\$1,250 to \$1,349.....	5		5									
\$1,350 to \$1,449.....	7		7						2	2		
\$1,450 to \$1,549.....												
\$1,550 to \$1,649.....	16	5	2	9	1	1			15	15		
\$1,650 to \$1,749.....												
\$1,750 to \$1,849.....	357	357				8						
\$1,850 to \$1,949.....												
\$1,950 to \$2,049.....												

<sup>1</sup> Includes motorcycle and cruiser-car officers, traffic footmen, and mounted police.<sup>2</sup> See footnote 2 of table 1 for size of cities in each group.

## Types of Duty for Patrolmen

Twenty-nine out of every hundred patrolmen in the West South Central region were regularly assigned to traffic duty, and 71 out of every hundred were regularly assigned to other than traffic work. Of the 29 on traffic squads, 19 were on foot patrol, 8 were on motorcycles, 1 was in an automobile; and 1 had some other type of traffic assignment. There were considerable differences between the 3 city groups in the percentages assigned to traffic duty. The largest cities required 35 percent for this work, and the smallest cities 22 percent. Group II cities had only 7 percent of their forces regularly assigned to traffic duty. However, of the large proportion (48 percent) assigned to nontraffic foot patrol, a great number assisted with traffic at rush hours.

Of the 71 patrolmen on nontraffic duty, 31 were in automobiles, 28 were on foot, 5 were on motorcycles, and 1 was mounted. The remaining 6 were engaged in clerical or miscellaneous work.

TABLE 4.—Police patrolmen in West South 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.....	1,875	1,393	330	152	100.0	100.0	100.0	100.0
Traffic duty.....	542	484	24	34	28.9	34.7	7.3	22.4
Automobile.....	17	14	1	2	.9	1.0	.3	1.3
Foot.....	360	345	15	15	19.2	24.8	9.9	9.9
Motorcycle.....	151	111	23	17	8.1	7.9	7.0	11.2
Other assignments.....	14	14			.7	1.0		
Other than traffic duty.....	1,333	909	306	118	71.1	65.3	92.7	77.6
Automobile.....	573	448	80	45	30.6	32.2	24.2	29.6
Foot.....	535	325	158	52	28.5	23.3	47.9	34.2
Motorcycle.....	91	31	51	9	4.9	2.2	15.5	5.9
Mounted.....	15	15			.8	1.1		
Other assignments.....	119	90	17	12	6.3	6.5	5.1	7.9

<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 constituted 74 percent of the total personnel and 73 percent of total salaries in the police departments of the 24 cities studied. The proportion of uniformed employees was larger in the smallest cities than in the other two groups—85 percent in group III, as compared with 72 in group I and 77 in group II. These differences are largely accounted for by the fact that in the small cities a considerable amount of work in the other divisions was done by men assigned from the uniformed force or by other city bureaus. For in-

stance, cities of group III reported no regular clerical employees, but a number of cities indicated that uniformed employees were assigned to clerical work.

Supervisory employees <sup>4</sup> were 10 percent of the total in group I, 13 percent in group II, and 17 percent in group III. The corresponding percentages of total salaries were 13, 16, and 20.

TABLE 5.—Percentage distribution <sup>1</sup> of police-department employees and salaries in West South 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.....	73.7	71.9	76.5	85.2	73.1	71.5	75.8	84.9
Chiefs.....	.8	.3	1.4	3.4	1.4	.8	3.0	5.2
Assistant chiefs.....	.3	.1	.6	1.5	.4	.2	.8	1.9
Assistant deputy chiefs.....	( <sup>3</sup> )	( <sup>3</sup> )	-----	-----	.1	.1	-----	-----
Inspectors.....	.2	.3	-----	-----	.3	.4	-----	-----
Captains.....	1.5	1.4	1.2	2.7	1.9	1.8	1.6	3.1
Lieutenants.....	1.2	1.3	1.6	-----	1.4	1.5	1.9	-----
Sergeants.....	3.8	3.8	3.4	4.9	4.1	4.1	3.6	4.9
Plainclothesmen.....	1.3	1.1	.4	4.5	1.3	1.1	.4	4.7
Patrolmen.....	58.9	57.6	65.7	57.6	56.4	55.5	62.3	54.7
Patrol drivers.....	1.3	1.2	-----	4.5	1.3	1.2	-----	4.4
Turnkeys.....	2.2	2.2	2.2	2.7	2.1	2.1	2.2	2.5
Miscellaneous.....	2.2	2.6	-----	3.4	2.4	2.7	-----	3.5
Detective bureau.....	13.0	13.7	12.7	7.6	14.4	15.1	13.9	8.2
Women's bureau.....	1.1	1.2	.2	1.5	.9	1.0	.1	1.1
Fingerprint section.....	2.2	2.1	2.8	2.7	2.4	2.2	2.9	2.8
Telephone and radio.....	2.3	2.5	2.2	1.1	2.2	2.3	2.2	1.2
Clerical division.....	3.5	3.9	3.0	-----	3.4	3.9	2.8	-----
Maintenance division.....	3.2	3.6	1.8	1.9	2.7	3.0	1.4	1.8
Miscellaneous.....	1.0	1.1	.8	-----	.9	1.0	.9	-----

<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.

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

### Comparison of Size of Departments and Per Capita Salary Costs

Exceptionally high increases in the size of several West South Central cities, as revealed by the 1940 census, make a comparison of police departments with regard to relative size and salary expenditures somewhat misleading. While the population increase from 1930 to 1940 for this region was only slightly greater than that for the country as a whole—7.3 percent as compared with 7.2 percent—outstanding growth was seen in several cities. Corpus Christi more than doubled in population in the decade, and four other cities increased a fifth or more.

Figures in appendix table A are on the basis of the 1930 census, the latest population figures available at the time the earlier reports in this series were prepared, and are presented to show relative compari-

<sup>4</sup> Supervisory employees include officers in the uniformed division and detective bureau with the rank of sergeant or above, identification chiefs, superintendents of the radio and telephone division, and chief clerks.

sons rather than actual figures. Where outstanding population changes occurred, as shown in table 6, the use of 1940 census figures greatly diminishes the relative sizes and salary costs of the police departments. For instance, the increase of 107 percent in Corpus Christi caused the number of employees per 10,000 population to drop from 18 on the basis of the 1930 census to 9 on the basis of the 1940 census, and the per capita salary cost to drop from \$2.63 to \$1.27.

**TABLE 6.**—*Number of police-department employees and salary costs on July 1, 1938, in relation to population in 1930 and in 1940, for 5 West South Central cities with greatest percentage of increase in population*

City	Census of 1930			Census of 1940		
	Popula- tion	Employees per 10,000	Per capita salary cost	Popula- tion	Employees per 10,000	Per capita salary cost
Amarillo, Tex. ....	43, 132	9	\$1. 52	51, 686	8	\$1. 27
Austin, Tex. ....	53, 120	14	2. 27	87, 930	9	1. 37
Corpus Christi, Tex. ....	27, 741	18	2. 63	57, 301	9	1. 27
Houston, Tex. ....	292, 352	11	2. 01	384, 514	9	1. 53
Shreveport, La. ....	76, 655	14	2. 38	98, 167	11	1. 86

## Hours and Working Conditions

Hours and working conditions in police departments are primarily affected by the size and financial condition of the city. State or local legislation frequently determines certain aspects of departmental organization and working conditions of employees. Among other factors affecting organization are cost and need for sufficient flexibility to meet the varying demands for police protection and to take care of emergencies and such events as parades, fairs, and conventions.

### Platoon Systems and Hours of Duty

In order to provide adequate protection throughout all hours of the day and night, the uniformed members of a police force are usually divided into groups or platoons. In the simpler systems, a platoon is a group of policemen on duty a specific number of hours. Most West South Central cities, particularly the larger ones, provided for three platoons, each with an 8-hour tour of duty a day. A number of smaller cities made best use of their small forces by using two platoons with 12-hour tours of duty. One small city divided each of its two platoons into two shifts with 10-hours of duty, the hours of each shift being so arranged as to overlap at the time of greatest traffic demands.

Eighty-two percent of police-department employees worked under some variation of the three-platoon system. All cities of group I and most of those in group II employed this system, while only two small cities had three platoons. The workweek for the four variations of the



three-platoon system varied from 48 hours to 56 hours, the length of the workweek depending on the amount of extra time off allowed.

Sixty-five percent of the personnel of departments in group III and 8 percent in group II worked under forms of two-platoon systems. Two variations of this system required 12-hour tours of duty, but in one of these variations a day off each week reduced the workweek from 84 to 72 hours. In the third variation four groups each worked 10 hours a day, with the tours overlapping. Under this variation additional time off averaging 0.2 day per week resulted in a workweek of slightly less than 68 hours.

When a full day off each week was provided, as in some West South Central cities, an attempt was usually made to have the days off for each policeman rotate through the days of the week. The regular vacation with pay was in addition to weekly time off.

It was also customary in some cities to arrange for changing shifts periodically so that patrolmen did not work the same set of hours throughout the year. Where no such alternation of shifts was provided for, the more desirable shifts were usually assigned on the basis of seniority.

The 11 percent of all employees who are classified in table 7 as "other" were primarily clerical and maintenance employees. The average workweek for such employees was 55.2 hours.

The chief in Dallas has been classified as being on continuous duty, inasmuch as he was reported as constantly on call.

TABLE 7.—*Police-department employees in West South Central cities classified according to hours and days on duty per week, July 1, 1938*

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
Continuous duty .....	168.0	7.0	1	1	-----	-----
2-platoon:						
12-hour tours, no time off .....	84.0	7.0	5	-----	1	4
12-hour tours, off 1 day each week .....	72.0	6.0	5	-----	1	4
Four 10-hour groups overlapping, off 0.2 day each week .....	67.7	6.8	2	-----	-----	2
3-platoon:						
8-hour tours, no time off .....	56.0	7.0	8	3	3	2
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	4	4	-----	-----
8-hour tours, off 1 day each week .....	48.0	6.0	3	1	2	-----
Other .....	55.2	6.4	23	8	7	8

See footnotes at end of table.

**TABLE 7.**—*Police-department employees in West South Central cities classified according to hours and days on duty per week, July 1, 1938—Continued*

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.....	3, 183	2, 417	502	264	100. 0	100. 0	100. 0	100. 0
Continuous duty.....	1	1	-----	-----	( <sup>3</sup> )	( <sup>3</sup> )	-----	-----
2-platoon.....	214	-----	42	172	6. 7	-----	8. 4	65. 2
12-hour tours, no time off.....	41	-----	18	23	1. 3	-----	3. 6	8. 7
12-hour tours, off 1 day each week.....	154	-----	24	130	4. 8	-----	4. 8	49. 3
Four 10-hour groups overlapping, off 0.2 day each week.....	19	-----	-----	19	. 6	-----	-----	7. 2
3-platoon.....	2, 615	2, 156	400	59	82. 2	89. 2	79. 7	22. 3
8-hour tours, no time off.....	1, 295	1, 059	177	59	40. 7	43. 8	35. 3	22. 3
8-hour tours, off 1 day each month.....	82	-----	82	-----	2. 6	-----	16. 3	-----
8-hour tours, off every 15th day.....	996	996	-----	-----	31. 3	41. 2	-----	-----
8-hour tours, off 1 day each week.....	242	101	141	-----	7. 6	4. 2	28. 1	-----
Other.....	353	260	60	33	11. 1	10. 8	11. 9	12. 5

<sup>1</sup> See appendix table F 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.

### Promotion of Patrolmen

All but 3 of the 24 cities had definite provisions for promotion of patrolmen from lower grades. These 3 had only 1 grade. In 8 cities with more than 1 grade, the first promotion occurred automatically on the completion of a specified period of service—in most cases a year. Six cities provided for promotion on the basis of civil-service examinations and 7 made promotions on the recommendation of superior officers.

**TABLE 8.**—*Police departments in West South Central cities classified according to method of promoting patrolmen, July 1, 1938*

City group <sup>1</sup>	Total	Number of cities				
		With automatic promotion after—		With promotion by—		With patrolmen all 1 grade
		6 months	1 year	Civil service	Appointment	
All cities.....	24	2	6	6	7	3
Group I.....	8	1	3	2	2	-----
Group II.....	7	-----	3	2	2	-----
Group III.....	9	1	-----	2	3	3

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

## Vacations with Pay

Practically all employees in West South Central police departments received vacations with pay. Nine out of ten vacations were either 14 or 15 days in length. A number of employees in group I received only 7 or 12 days off with pay, with the result that the average vacation in group I was about a day shorter than in the other groups.

TABLE 9.—*Police-department employees in West South Central cities classified according to days of vacation with pay, July 1, 1938*

City group <sup>1</sup>	Total number of employees	Number receiving no paid vacation	Number of employees receiving paid vacations of—			
			7 days	12 days	14 days	15 days
All cities.....	3, 183	9	267	53	707	2, 147
Group I.....	2, 417	4	267	53	577	1, 516
Group II.....	502	4	-----	-----	71	427
Group III.....	264	1	-----	-----	59	204

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

## Items Supplied to Uniformed Force

Nine cities provided full uniforms or a cash allowance for uniforms in addition to salary, and one furnished raincoats. The proportion of West South Central cities making provision for uniforms is high in comparison with the proportion in other regions. Table 10 shows the number of cities supplying various items.

TABLE 10.—*Police departments in West South Central cities classified according to items supplied the uniformed forces, July 1, 1938*

City group <sup>1</sup>	Total number of cities	Number of cities supplying—								
		Full uniforms	Cash allowance for uniforms	Raincoats or capes	Revolvers	Holsters and belts	Handcuffs or twist-ers	Clubs or night sticks	Badges	Other items <sup>2</sup>
All cities.....	24	7	2	1	2	2	2	5	16	9
Group I.....	8	2	1	1	1	1	1	1	6	3
Group II.....	7	2	-----	-----	-----	-----	-----	-----	4	1
Group III.....	9	3	1	-----	1	1	2	4	6	5

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

<sup>2</sup> Whistles, flashlights, caps, etc.

## Appendix

The appendix contains a table of 24 West South Central cities with their 1930 population and information regarding the number of police-department employees per 10,000 population and per capita cost. 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 individual occupational salaries in each of the cities in 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 West South Central cities with a population of 25,000 or more,<sup>1</sup> July 1, 1938*

City	Population <sup>2</sup>	Employees per 10,000	Per capita salary cost
All cities.....	2, 513, 210	13	\$2. 21
Group I—cities of 100,000 or more.....	1, 835, 646	13	2. 37
Dallas, Tex.....	260, 475	12	2. 21
El Paso, Tex.....	102, 421	10	1. 89
Fort Worth, Tex.....	163, 447	14	2. 20
Houston, Tex.....	292, 352	11	2. 01
New Orleans, La.....	458, 762	18	3. 44
Oklahoma City, Okla.....	185, 389	14	2. 55
San Antonio, Tex.....	231, 542	10	1. 66
Tulsa, Okla.....	141, 258	9	1. 44
Group II—cities of 50,000 to 100,000.....	425, 874	12	1. 90
Austin, Tex.....	53, 120	14	2. 27
Beaumont, Tex.....	57, 732	10	1. 70
Galveston, Tex.....	52, 938	18	2. 56
Little Rock, Ark.....	81, 679	11	1. 72
Port Arthur, Tex.....	50, 902	5	. 90
Shreveport, La.....	76, 655	14	2. 38
Waco, Tex.....	52, 848	10	1. 60
Group III—cities of 25,000 to 50,000.....	251, 690	10	1. 56
Amarillo, Tex.....	43, 132	9	1. 52
Corpus Christi, Tex.....	27, 741	18	2. 63
Enid, Okla.....	26, 399	8	1. 00
Monroe, La.....	26, 028	13	1. 93
Muskogee, Okla.....	32, 026	10	1. 31
San Angelo, Tex.....	25, 308	8	1. 26
Texarkana, Ark. <sup>3</sup> .....	10, 764	9	1. 34
Texarkana, Tex. <sup>3</sup> .....	16, 602	8	1. 14
Wichita Falls, Tex.....	43, 690	10	1. 63

<sup>1</sup> Includes all West South Central cities with populations of 25,000 or more in 1930 with the exception of Baton Rouge, La. (30,729); Fort Smith, Ark. (31,429); and Laredo, Tex. (32,618); since information for these 3 cities was not available.

<sup>2</sup> Based on United States Census of Population for 1930.

<sup>3</sup> The inclusion of Texarkana in places of 25,000 or more is based on the combined population of Texarkana, Tex., and Texarkana, Ark.

**TABLE B.**—*Police-department employees in each of 8 West South Central cities of group I, <sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938*

Division and occupation	Louisiana		Oklahoma				Texas									
	New Orleans		Oklahoma City		Tulsa		Dallas		El Paso		Fort Worth		Houston		San Antonio	
	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
All divisions <sup>2</sup> .....	821		254		124		324		105		223		336		230	
Uniformed division:																
Chiefs or superintendents.....	1	\$6, 000	1	\$4, 000	1	\$3, 600	1	\$5, 000	1	\$3, 600	1	\$3, 600	1	\$4, 800	1	\$4, 200
Assistant or deputy chiefs.....	1	3, 924							1	3, 180						
Assistant deputy chiefs.....	1	3, 240														
Chief inspectors.....							2	3, 300								
Inspectors.....											1	2, 580	1	2, 220	2	3, 300
Captains.....	16	2, 568	6	2, 244					3	2, 160	4	2, 28	1	2, 700	3	2, 400
Lieutenants.....	10	2, 040	4	2, 040			5	2, 280			5	2, 010	3	2, 100		
Sergeants.....	4	2, 196														
Plainclothesmen.....	35	1, 896	10	1, 944	3	1, 980	16	2, 010	4	1, 920	5	1, 728	3	1, 920	3	1, 800
Patrolmen:	8	2, 124					1	2, 040					4	1, 980		
First grade.....	11	1, 824					12	1, 860			4	1, 560				
Second grade.....	52	2, 004	147	1, 860	39	1, 500	91	1, 740	63	1, 800	147	1, 560	188	1, 680	74	1, 500
Third grade.....	357	1, 824					5	1, 620								
Fourth grade.....	8	1, 668					1	1, 560								
Other:	15	1, 624					2	1, 380								
Motorcycle officers.....	5	1, 824			8	1, 500							10	1, 800	11	1, 620
Cruiser-car officers.....	35	1, 896														
Traffic officers, foot.....					11	1, 500	79	1, 740							32	1, 620
Traffic officers, mounted.....	13	1, 896														
Patrol drivers.....	22	1, 824									3	1, 560	2	1, 680	3	1, 620
Turnkeys.....	39	1, 824			3	1, 500					3	1, 560	3	1, 680	3	1, 620
Miscellaneous:	1	2, 124														
Captains of plainclothesmen.....							1	3, 000								
Captains, traffic.....							1	2, 700								
Chauffeurs.....															3	1, 620
Jailers.....															1	1, 680
Assistant jailers.....															2	1, 620

See footnotes at end of table.

**TABLE B.**—Police-department employees in each of 8 West South Central cities of group I, classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued

Division and occupation	Louisiana		Oklahoma				Texas										
	New Orleans		Oklahoma City		Tulsa		Dallas		El Paso		Fort Worth		Houston		San Antonio		
	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	
Uniformed division—Continued.																	
Miscellaneous—Continued.																	
Money guards															2	\$1,620	
Property clerks															1	1,620	
Sergeants, desk	38	\$1,896			3	\$1,980							3	\$1,860	3	1,800	
Sergeants, motorcycle																	
Sergeants, raiding squad					1	1,980											
Sergeants, traffic					1	1,980											
Supervisors of traffic	1	3,600															
Assistant supervisors of traffic	1	2,724															
Detective bureau:																	
Chiefs of detectives	1	4,296									1	\$2,460	1	3,000			
Assistant chiefs of detectives	1	3,240															
Inspectors							1	\$3,300									
Captains	7	2,568	1	\$2,244	1	2,400			1	\$2,460	1	2,280	1	2,700	1	3,000	
Lieutenants			5	2,040	2	2,160	4	2,280	1	2,100	1	2,010	7	2,100			
Sergeants					3	1,980	1	2,100	1	1,980	2	1,728			6	1,860	
Detectives	51	2,196	41	1,920	20	1,800	36	2,010	15	1,800	24	1,728	59	1,920	33	1,800	
Women's bureau:																	
Policewomen	1	1,824	1	1,584	1	1,800			2	1,800					1	1,620	
Matrons	3	1,368	7	1,584	3	1,440	3	720			3	1,320	2	1,500	3	1,620	
Fingerprint section:																	
Identification chiefs	1	3,600	1	2,244	1	2,160	1	3,000	1	2,100	1	2,280	1	2,700	1	1,860	
Assistant identification chiefs	1	2,568					{	7 1	2,040 2,520								
Identification clerks	4	1,896	3	1,500	1	1,800			2	1,980	{	3 1 2	1,200 1,560 1,728	3	1,500	2	1,800
Fingerprint operators	2	2,124	4	1,860										3	1,980		
Photographers	3	1,968															
Telephone and radio:																	
Superintendents					1	2,520	1	2,220	1	1,980			1	3,060	1	2,100	
Radio operators	5	1,896	3	1,860	3	1,980	{	1 3 3	1,320 1,560 960	3	1,800		{	3 4	1,560 1,680	3	2,040
Telephone operators	9	1,200	3	1,260	3	1,080	{	1 1	1,080	2	1,800				3	1,620	

See footnotes at end of table.

**TABLE B.**—*Police-department employees in each of 8 West South Central cities of group I, classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued*

Division and occupation	Louisiana		Oklahoma				Texas									
	New Orleans		Oklahoma City		Tulsa		Dallas		El Paso		Fort Worth		Houston		San Antonio	
	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:																
Surgeons.....	( <sup>1</sup> )														1	\$1,860
Instructors, police.....																
Bureau of traffic education:																
Directors.....							1	\$2,820								
Stenographers.....							1	1,200								
Inspectors, pawn shop.....	1	\$2,700														
Attorneys, police.....			1	\$2,040												
Dog catchers.....					1	\$1,500					1	\$1,380			2	1,320
Parking-meter bureau:																
Superintendents.....															1	2,040
Cashiers and coin clerks.....											1	1,500			2	1,500
Collectors and inspectors.....															7	1,620
Painters and repairmen.....															4	1,620
Poundmasters.....											1	1,380			1	1,500
Assistant poundmasters.....					1	900										

<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> Except for radio technicians, men from uniformed force are assigned to the work of this division.

<sup>4</sup> Includes 3 at \$1,806, 9 at \$1,968, 5 at \$2,124, 2 at \$2,196, 5 at \$2,400, and 3 at \$2,724.

<sup>5</sup> On call.



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

Division and occupation	Arkansas		Louisiana		Texas									
	Little Rock		Shreveport		Austin		Beaumont		Galveston		Port Arthur		Waco	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All divisions <sup>1</sup> .....	88	Dol.	110	Dol.	75	Dol.	58	Dol.	93	Dol.	25	Dol.	53	Dol.
Uniformed division:														
Chiefs or superintendents.....	1	3,480	1	3,900	1	3,600	1	3,840	1	2,400	1	3,840	1	3,120
Assistant or deputy chiefs.....	12	2,250	1	2,520										12,100
Captains.....	11	1,950	1	2,520			2	2,256			2	1,896		
Lieutenants.....	4	1,770	4	2,040										
Sergeants.....	3	1,650	3	1,830			4	1,632	3	1,600	3	1,800	1	1,800
Plainclothesmen.....	2	1,530												
Patrolmen:														
First grade.....	55	1,530	27	1,590	16	1,500	30	1,596	62	1,440	11	1,764	34	1,500
Second grade.....	4	1,434			5	1,320	3	1,416			2	1,620		
Third grade.....							1	798						
Fourth grade.....							1	576						
Other:														
Motorcycle officers.....			30	1,590	{13 1,620 5 1,380}				4	1,440				
Cruiser-car officers.....			19	1,590					8	1,440				
Turnkeys.....			3	1,590			3	1,596			2	1,764	3	1,500
Detective bureau:														
Chiefs of detectives.....	1	2,550							1	1,800	1	2,100	1	2,100
Captains.....					{1 1,800 2 2,400}		1	2,520						
Sergeants.....					{3 1,800 1 1,680}									
Detectives.....	10	1,650	8	1,710	{11 1,680 2 1,800 2 1,620}		6	1,872	8	1,440	1	1,764	5	1,800
Miscellaneous: Short call officers.....														
Women's bureau: Matrons.....														1,200
Fingerprint section:														
Identification chiefs.....	1	1,770	1	1,590	1	1,680	1	2,400	1	1,600	1	1,980	1	1,920
Assistant identification chiefs.....					1	1,500								
Identification clerks.....			1	1,590			1	1,560			1	960	1	1,620
Fingerprint operators.....							1	1,968						
Photographers.....					1	1,320								
Telephone and radio division: <sup>2</sup>														
Superintendents.....	1	1,740												1,620
Radio operators.....	1	1,560	3	1,590	{1 1,440 1 1,680}									3,150
Clerical division: <sup>3</sup>														
Chief clerks.....				1	2,280									
Bookkeepers.....				1	1,920									
Clerks.....				1	1,920				3	1,600				
Secretaries.....	1	1,530				1	1,320	1	1,200					
Assistant secretaries.....	1	1,140												
Stenographers.....									1	900				
Typists.....			1	1,020										
Miscellaneous:														
Clerks, desk.....					2	1,620								
Clerks, record.....					1	1,620								
Maintenance division:														
Electricians.....							( <sup>4</sup> )							
Janitors.....			2	840					1	1,200				
Machinists.....			2	1,800										
General mechanics: Painters.....					1	1,500								
Mechanics' helpers: Painters.....					2	1,080								
Miscellaneous: Cooks.....	1	1,260												
Miscellaneous:														
Safety directors.....							1	3,000						
Engineers, traffic.....					1	1,620								
Humane officers.....							1	1,152						
Warrant officers.....					1	1,800								

<sup>1</sup> Cities with populations of 50,000 and under 100,000, based on United States Census of Population for 1930.<sup>2</sup> Totals include only regular, full-time employees.<sup>3</sup> Work of this division performed by a separate city bureau in Beaumont and by men assigned from uniformed force in Port Arthur.<sup>4</sup> Work of this division performed by men assigned from uniformed force in Port Arthur and Waco.<sup>5</sup> Work performed by a separate city bureau.

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

Division and occupation	Arkansas		Louisiana		Oklahoma				Texas									
	Texarkana		Monroe		Enid		Muskogee		Amarillo		Corpus Christi		San Angelo		Texarkana		Wichita 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
All divisions <sup>2</sup> .....	10		35		20		31		40		49		20		14		45	
Uniformed division:																		
Chiefs or superintendents.....	1	\$1,860	1	\$2,580	1	\$1,440	1	\$2,400	1	\$3,000	1	\$2,520	1	\$2,400	1	\$1,800	1	\$2,400
Assistant or deputy chiefs.....	1	1,500							1	1,800	1	1,920	1	2,100				
Captains.....			3	1,776	1	1,380			2	1,800							1	1,920
Sergeants.....	2	1,380	4	1,464	2	1,320			2	1,680	2	1,560					1	1,656
Plainclothesmen.....							2	1,260	8	1,620							2	1,596
Patrolmen:																		
First grade.....	5	1,380	15	1,368	15	1,320	6	1,200	20	1,560	23	1,440	9	1,458	13	1,320	8	1,596
Second grade.....			1	1,200			1	900									9	1,572
Third grade.....			1	990													5	1,200
Other:																		
Motorcycle officers.....			3	1,368			1	1,260					1	1,458			1	1,572
Cruiser-car officers.....							9	1,260					2	1,746			4	1,752
Patrol drivers.....											12	1,440						
Turnkeys.....			1	1,464			3	1,200	2	1,620	1	1,440						
Miscellaneous:																		
Juvenile officers.....											1	1,800						
Assistant juvenile officers.....											1	1,440						
Metermen, parking.....											1	1,440						
Sergeants, desk.....													1	1,458			1	1,596
Sergeants, traffic.....													3	1,518			1	1,572
Detective bureau:																		
Chief of detectives.....									( <sup>2</sup> )				1	1,800			1	1,728
Captains.....							3	1,800										
Sergeants.....							2	1,440									1	1,596
Detectives.....			2	1,464					2	1,560	4	1,560					4	1,608
Women's bureau:																		
Policewomen.....			1	1,200														
Matrons.....			1	1,020	1	1,280	1	900										

Fingerprint section: <sup>4</sup>																	
Identification chiefs.....	1,	1,380						1	1,680			1	1,578			1	1,620
Identification clerks.....							1	1,800			1	1,560					
Fingerprint operators.....			1	1,464													
Telephone and radio division: <sup>4</sup>																	
Superintendents.....									1	1,500							
Radio operators.....						( <sup>3</sup> )			( <sup>3</sup> )			( <sup>3</sup> )				1	1,452
Miscellaneous: Radio technicians.....						<sup>4</sup> 1	1,680										
Clerical division: <sup>4</sup>																	
Maintenance division: <sup>7</sup>																	
Machinists.....			1	1,464													
General mechanics:																	
Automobile.....																1	1,536
Painters (sign).....											1	1,080					
Parking-meter repairmen.....																1	1,440
Miscellaneous: Collectors, parking meter.....																1	1,440

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

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

<sup>3</sup> Assigned from uniformed force.

<sup>4</sup> Work of this section performed by men assigned from other divisions in Enid.

<sup>5</sup> Detective sergeant with \$240 additional pay per year. Not included in detective bureau.

<sup>6</sup> Cities did not report any regular clerical employees. Work of this division was usually done by assignment from other divisions.

<sup>7</sup> Work of this division performed by separate city bureau in Muskogee and Amarillo.

TABLE E.—*Police-department employees and total salaries in West South 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>2</sup>		
		I	II	III		I	II	III
All divisions.....	3, 183	2, 417	502	264	\$5, 556, 622	\$4, 355, 700	\$807, 586	\$393, 336
Uniformed division.....	2, 346	1, 737	384	225	4, 063, 602	3, 117, 774	611, 670	334, 158
Chiefs.....	24	8	7	9	79, 380	34, 800	24, 180	20, 400
Assistant chiefs.....	9	2	3	4	21, 294	7, 104	6, 870	7, 320
Assistant deputy chiefs.....	1	1	—	—	3, 240	3, 240	—	—
Inspectors.....	6	6	—	—	18, 000	18, 000	—	—
Captains.....	46	33	6	7	105, 054	80, 052	12, 774	12, 228
Lieutenants.....	39	31	8	—	80, 334	65, 094	15, 240	—
Sergeants.....	122	92	17	13	226, 692	178, 332	28, 968	19, 392
Plainclothesmen.....	41	27	2	12	70, 356	48, 624	3, 060	18, 672
Patrolmen:								
First grade.....	1, 150	801	235	114	1, 884, 462	1, 364, 028	358, 644	161, 790
Second grade.....	387	362	14	11	695, 340	659, 268	19, 824	16, 248
Third grade.....	16	9	1	6	22, 692	14, 904	798	6, 990
Fourth grade.....	18	17	1	—	26, 196	25, 620	576	—
Other:								
Motorcycle officers.....	133	69	52	12	223, 614	123, 300	81, 420	18, 894
Cruiser-car officers.....	115	79	27	9	190, 530	137, 460	41, 730	11, 340
Traffic officers, foot.....	43	43	—	—	68, 340	68, 340	—	—
Traffic officers, mounted.....	13	13	—	—	24, 648	24, 648	—	—
Patrol drivers.....	42	30	—	12	70, 308	53, 028	—	17, 280
Turnkeys.....	70	52	11	7	119, 670	92, 340	17, 586	9, 744
Miscellaneous.....	71	62	—	9	133, 452	119, 592	—	13, 860
Detective bureau.....	414	330	64	20	800, 880	656, 670	112, 086	32, 124
Chiefs.....	9	3	4	2	21, 834	9, 756	8, 550	3, 528
Assistant chiefs.....	1	1	—	—	3, 240	3, 240	—	—
Inspectors.....	1	1	—	—	3, 300	3, 300	—	—
Captains.....	20	13	4	3	47, 580	33, 060	9, 120	5, 400
Lieutenants.....	20	20	—	—	42, 450	42, 450	—	—
Sergeants.....	19	13	3	3	34, 512	24, 636	5, 400	4, 476
Detectives.....	342	279	51	12	644, 724	540, 228	85, 776	18, 720
Short-call officers.....	2	—	2	—	3, 240	—	3, 240	—
Women's bureau.....	35	30	1	4	49, 500	43, 920	1, 200	4, 380
Policewomen.....	7	6	—	1	11, 628	10, 428	—	1, 200
Matrons.....	28	24	1	3	37, 872	33, 492	1, 200	3, 180
Fingerprint section.....	71	50	14	7	131, 944	97, 404	23, 458	11, 082
Identification chiefs.....	29	17	8	4	60, 010	39, 312	14, 440	6, 258
Identification clerks.....	27	21	4	2	43, 650	34, 560	5, 730	3, 360
Fingerprint operators.....	11	9	1	1	21, 060	17, 628	1, 968	1, 464
Photographers.....	4	3	1	—	7, 224	5, 904	1, 320	—
Telephone and radio division.....	74	60	11	3	119, 910	97, 968	17, 310	4, 632
Superintendents.....	8	5	2	1	16, 740	11, 880	3, 360	1, 500
Radio operators.....	38	28	9	1	65, 322	49, 920	13, 950	1, 452
Telephone operators.....	24	24	—	—	30, 240	30, 240	—	—
Miscellaneous.....	4	3	—	1	7, 608	5, 928	—	1, 680
Clerical division.....	110	95	15	—	191, 694	168, 804	22, 890	—
Chief clerks.....	4	3	1	—	9, 684	7, 404	2, 280	—
Clerks and bookkeepers.....	63	58	5	—	112, 764	104, 124	8, 640	—
Secretaries.....	14	11	3	—	24, 654	20, 604	4, 050	—
Assistant secretaries.....	2	1	1	—	3, 864	2, 724	1, 140	—
Stenographers and typists.....	17	15	2	—	24, 408	22, 488	1, 920	—
Miscellaneous.....	10	7	3	—	16, 320	11, 460	4, 860	—
Maintenance division.....	102	88	9	5	147, 240	128, 880	11, 400	6, 960
Electricians.....	3	3	—	—	5, 472	5, 472	—	—
Janitors.....	13	10	3	—	14, 400	11, 520	2, 880	—
Hostlers.....	2	2	—	—	3, 324	3, 324	—	—
Machinists.....	23	20	2	1	41, 496	36, 432	3, 600	1, 464
General mechanics.....	19	15	1	3	29, 028	23, 472	1, 500	4, 056
Mechanics' helpers.....	7	5	2	—	6, 180	4, 020	2, 160	—
Miscellaneous.....	35	33	1	1	47, 340	44, 640	1, 260	1, 440
Miscellaneous.....	31	27	4	—	51, 852	44, 280	7, 572	—
Instruction division.....	3	3	—	—	5, 880	5, 880	—	—
Inspection division.....	1	1	—	—	2, 700	2, 700	—	—
Miscellaneous.....	27	23	4	—	43, 272	35, 700	7, 572	—

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

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

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

System of operation	Average hours on duty per week	Average days on duty per week	Number of employees															
			All occupations				Uniformed division				Detective bureau				Women's bureau			
			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 systems .....			3, 183	2, 417	502	264	2, 346	1, 737	384	225	414	330	64	20	35	30	1	4
Continuous duty .....	168.0	7.0	1	1			1	1										
2-platoon .....			214		42	172	198		38	160	14		2	12				
12-hour tours, no time off .....	84.0	7.0	41		18	23	41		18	23								
12-hour tours, off 1 day each week .....	72.0	6.0	154		24	130	138		20	118	14		2	12				
Four 10-hour groups overlapping, off 0.2 day each week .....	67.7	6.8	19			19	19			19								
3-platoon .....			2, 615	2, 156	400	59	2, 104	1, 708	344	52	367	319	41	7	23	23		
8-hour tours, no time off .....	56.0	7.0	1, 295	1, 059	177	59	1, 086	883	151	52	146	125	14	7	8	8		
8-hour tours, off 1 day each month .....	54.2	6.8	82		82		71		71		11		11					
8-hour tours, off every 15th day .....	52.3	6.5	996	996			753	753			176	176			13	13		
8-hour tours, off 1 day each week .....	48.0	6.0	242	101	141		194	72	122		34	18	16		2	2		
Other .....	55.2	6.4	353	260	60	33	43	28	2	13	33	11	21	1	12	7	1	4

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

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

System of operation	Number of employees															
	Fingerprint section				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>			All cities	City group <sup>1</sup>		
		I	II	III		I	II	III		I	II	III		I	II	III
All systems.....	71	50	14	7	74	60	11	3	110	95	15	.....	102	88	9	5
2-platoon.....	2	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
12-hour tours, off 1 day each week.....	2	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3-platoon.....	55	47	8	.....	52	45	7	.....	14	14	.....	.....	.....	.....	.....	.....
8-hour tours, no time off.....	19	14	5	.....	36	29	7	.....	.....	.....	.....	.....	.....	.....	.....	.....
8-hour tours, off every 15th day.....	30	30	.....	.....	10	10	.....	.....	14	14	.....	.....	.....	.....	.....	.....
8-hour tours, off 1 day each week.....	6	3	3	.....	6	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other.....	14	3	4	7	22	15	4	3	96	81	15	.....	102	88	9	5

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

