
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

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

VOLUME IX

Pacific Cities

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Prepared by the

DIVISION OF CONSTRUCTION AND
PUBLIC EMPLOYMENT

HERMAN B. BYER, *Chief*



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A. F. HINRICHS, *Acting Commissioner*

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STATE, COUNTY, AND MUNICIPAL SURVEY

JESSE M. HADLEY, *Director*

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., May 25, 1941.

The SECRETARY OF LABOR:

I have the honor to transmit herewith the ninth of a series of nine reports on Salaries and Hours of Labor in Municipal Police Departments. This report covers cities in the Pacific 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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Salaries and Hours of Labor in Municipal Police Departments, Pacific Cities, July 1, 1938¹

Summary

On July 1, 1938, the 27 cities² covered in this report had a total of 7,202 police-department employees receiving annual salaries amounting to \$16,700,000. These employees provided police protection for more than 4 million persons at a salary cost of \$4.03 per capita, on the basis of 1930 population figures.

The uniformed force, which is composed of ranking officers, patrolmen, and other uniformed employees, constituted 82 percent of all employees in the region. Patrolmen constituted the bulk of employees in this division and accounted for 70 percent of all employees. Annual salaries of nearly two-thirds of the patrolmen were \$2,400. The detective bureaus and fingerprint sections made up 8 percent of the total number of employees and received salaries averaging somewhat higher than those of patrolmen. The pay of the remainder of the employees, principally those engaged in the women's bureau and the radio and telephone division and those doing clerical and maintenance work, was generally lower than that of first-grade patrolmen.

Almost nine-tenths of all patrolmen had the rating of first grade, and most cities provided for automatic promotion of patrolmen from the lowest grade to the next higher grade after a specified period, usually a year. All police department employees received a vacation with pay, the prevailing period being 15 days. Most members of the departments worked an 8-hour day with approximately a day off each week.

Employment and Salaries

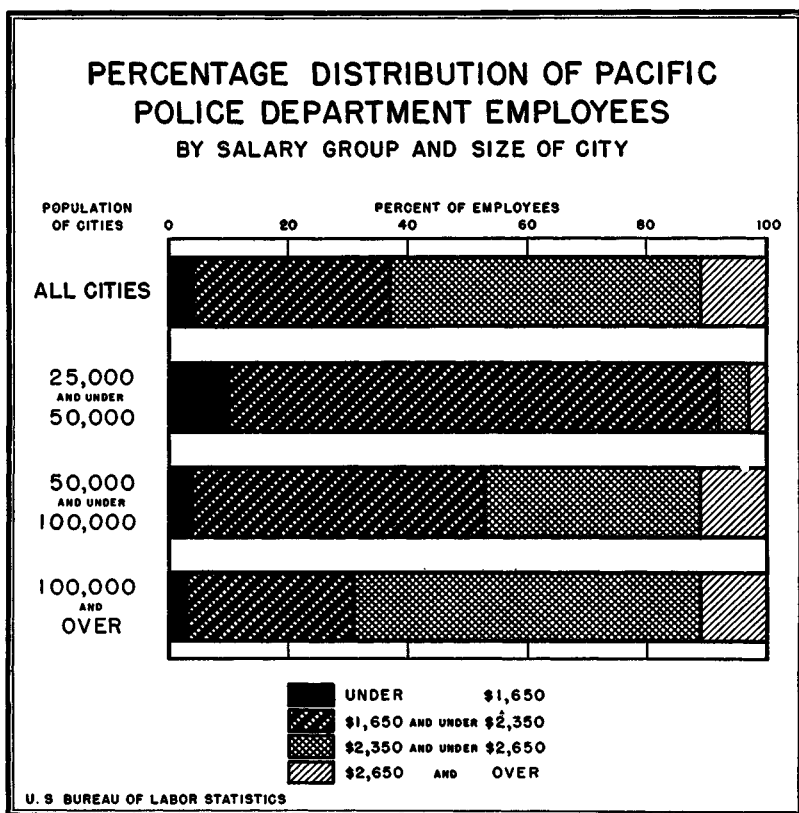
Range of Salaries

Salaries between \$2,350 and \$2,450, or an average of about \$200 a month, were received by almost half of the police-department employees of the cities in the Pacific States. In the 9 largest cities, 53

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

² Includes all cities in the States of California, Oregon, and Washington with population of 25,000 or more in 1930. Belvedere Township, Calif., classified as urban by special rule of the U. S. Bureau of the Census, has not been included because information was not available. See appendix table A for a complete list of cities covered in this report.

percent of all employees received salaries in this range. Since the employees of these cities constituted 86 percent of the 7,202 persons covered in this study, the salary rates of these cities would have an appreciable effect on a distribution of employees according to salary



rates for the region as a whole. The influence of the large cities on the salary levels for the region is shown in the accompanying chart. While 24 percent of the employees in group II³ received salaries between \$2,350 and \$2,450, most of them were paid less. In the 12 smallest cities salaries were even lower, 56 percent of them being from \$1,650 to \$2,050.

³ 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. Los Angeles and San Francisco, each with a population over 500,000, have been included in group I because the data for these cities did not vary sufficiently from data for other cities of the group to justify separate treatment.

TABLE 1.—Police-department employees in Pacific cities, classified according to salaries and size of city, July 1, 1938 ¹

Salary class	Number of employees				Percentage			
	All cities	City groups ²			All cities	City groups ²		
		I	II	III		I	II	III
All salaries.....	³ 7, 202	6, 163	536	503	100.0	100.0	100.0	100.0
Under \$1,050.....	11	⁴ 6	⁴ 2	⁵ 3	.2	.1	.4	.6
\$1,050 to \$1,149.....	2	2	-----	-----	(⁶)	(⁶)	-----	-----
\$1,150 to \$1,249.....	7	1	2	4	.1	-----	.4	.8
\$1,250 to \$1,349.....	27	19	2	6	.4	.3	.4	1.2
\$1,350 to \$1,449.....	29	28	1	-----	.4	.5	.2	-----
\$1,450 to \$1,549.....	95	67	13	15	1.3	1.1	2.4	3.0
\$1,550 to \$1,649.....	104	77	3	24	1.4	1.2	.6	4.8
\$1,650 to \$1,749.....	204	127	7	70	2.8	2.1	1.3	13.9
\$1,750 to \$1,849.....	197	146	5	46	2.7	2.4	.9	9.1
\$1,850 to \$1,949.....	196	107	22	67	2.7	1.7	4.1	13.3
\$1,950 to \$2,049.....	336	205	30	101	4.7	3.3	5.6	20.1
\$2,050 to \$2,149.....	266	128	109	29	3.7	2.1	20.3	5.8
\$2,150 to \$2,249.....	1, 068	961	47	60	14.8	15.6	8.8	11.9
\$2,250 to \$2,349.....	136	55	43	38	1.9	.9	8.0	7.5
\$2,350 to \$2,449.....	3, 397	3, 259	127	11	47.2	52.9	23.7	2.2
\$2,450 to \$2,549.....	84	46	30	8	1.2	.7	5.6	1.6
\$2,550 to \$2,649.....	272	235	32	5	3.8	3.8	6.0	1.0
\$2,650 to \$2,749.....	281	244	30	7	3.9	4.0	5.6	1.4
\$2,750 to \$2,849.....	132	126	4	2	1.8	2.0	.7	.4
\$2,850 to \$2,949.....	4	-----	3	1	-----	-----	.6	.2
\$2,950 to \$3,049.....	252	239	1	1	3.5	3.9	2.2	.2
\$3,050 and over.....	102	⁷ 85	⁸ 12	⁹ 5	1.4	1.4	2.2	1.0

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

² This and the following tables include data for 27 Pacific cities, grouped on the basis of the U. S. Census of Population for 1930, as follows: Group I, cities with a population of 100,000 or more; group II, cities with a population of 50,000 and under 100,000; and group III, cities with a population of 25,000 and under 50,000.

³ This and the following tables include only regular, full-time employees with the exception of 3 commissioners and 3 directors in San Francisco.

⁴ Each receives \$900.

⁵ Includes 2 employees with salaries of \$960 and 1 with salary of \$1,020.

⁶ Less than 1/10 of 1 percent.

⁷ Includes employees with salaries ranging from \$3,144 to \$7,200.

⁸ Includes employees with salaries ranging from \$3,300 to \$4,800.

⁹ Includes 1 employee with salary of \$3,300 and 4 with salaries of \$3,600.

The maximum salary paid to any employee in the region was the \$7,200 received by the chiefs of the departments in Los Angeles and San Francisco. In four of the smallest cities, the chiefs received as low as \$2,400 a year. The lowest salaries reported for full-time employees—\$900 per year—were paid to caretakers in Pasadena and messengers in Los Angeles.

Salaries in Various Occupations

The majority of officers above the rank of captain (chiefs, assistant chiefs, and inspectors) received more than \$3,050 yearly. Three-fourths of the captains received \$2,950 or more, and all but three of these were in group I cities.

Concentrations of salaries of lieutenants and sergeants around the highest rates paid lieutenants and sergeants were due to the large number of each of these officers in the group I cities, particularly in

Los Angeles and San Francisco. For instance, of the 81 lieutenants receiving \$3,000, 78 were in group I, 69 of these being in Los Angeles and San Francisco. In the case of sergeants, Los Angeles contributed 146 and Long Beach, also in group I, contributed 11 of the 168 receiving \$2,700. Likewise, sergeants of 2 group I cities, San Francisco and Oakland, constituted 178 of the 188 sergeants receiving \$2,640. Of this number, 150 were in San Francisco.

The distribution of detective bureau employees by salary rates showed concentrations at high levels, particularly in group I cities. This characteristic was not evident in the fingerprint sections, in which the work is closely related to that of the detective bureaus. In a number of cities, as in San Francisco, the necessary fingerprint duties were performed by the detective bureau.

TABLE 2.—*Police-department employees in Pacific cities, classified according to salaries and occupational groups, July 1, 1938*¹

Salary class	All occupations				Chiefs			
	All cities	City group ³			All cities	City group ³		
		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	27	9	6	12	27	9	6	12
All salaries.....	7, 202	6, 163	536	503	27	9	6	12
Under \$1,050.....	11	6	2	3				
\$1,050 to \$1,149.....	2	2						
\$1,150 to \$1,249.....	7	1	2	4				
\$1,250 to \$1,349.....	27	19	2	6				
\$1,350 to \$1,449.....	29	28	1					
\$1,450 to \$1,549.....	95	67	13	15				
\$1,550 to \$1,649.....	104	77	3	24				
\$1,650 to \$1,749.....	204	127	7	70				
\$1,750 to \$1,849.....	197	146	5	46				
\$1,850 to \$1,949.....	196	107	22	67				
\$1,950 to \$2,049.....	336	205	30	101				
\$2,050 to \$2,149.....	266	128	109	29				
\$2,150 to \$2,249.....	1, 068	961	47	60				
\$2,250 to \$2,349.....	136	55	43	38				
\$2,350 to \$2,449.....	3, 397	3, 259	127	11	4			4
\$2,450 to \$2,549.....	84	46	30	8				
\$2,550 to \$2,649.....	272	235	32	5				
\$2,650 to \$2,749.....	281	244	30	7	1			1
\$2,750 to \$2,849.....	132	126	4	2				
\$2,850 to \$2,949.....	4		3	1	1			1
\$2,950 to \$3,049.....	252	239	12	1	1			1
\$3,050 and over.....	102	85	12	5	20	9	6	5

See footnotes at end of table.

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

Salary class	Assistant or deputy chiefs ²				Inspectors			Captains			
	All cities	City group ³			All cities ⁴	City group ³		All cities	City group ³		
		I	II	III		I	II		I	II	III
Number of cities reporting indicated occupations.....	9	2	1	6	6	5	1	19	9	6	4
All salaries.....	10	2	1	7	8	7	1	73	57	11	5
Under \$1,050.....											
\$1,050 to \$1,149.....											
\$1,150 to \$1,249.....											
\$1,250 to \$1,349.....											
\$1,350 to \$1,449.....											
\$1,450 to \$1,549.....											
\$1,550 to \$1,649.....											
\$1,650 to \$1,749.....											
\$1,750 to \$1,849.....											
\$1,850 to \$1,949.....								1			1
\$1,950 to \$2,049.....	2			2							
\$2,050 to \$2,149.....	1			1							
\$2,150 to \$2,249.....								4	3		1
\$2,250 to \$2,349.....					1	1					
\$2,350 to \$2,449.....	1			1	1		1				
\$2,450 to \$2,549.....								4	2		2
\$2,550 to \$2,649.....											
\$2,650 to \$2,749.....	3			3				5		4	1
\$2,750 to \$2,849.....								4		4	
\$2,850 to \$2,949.....											
\$2,950 to \$3,049.....								21	21		
\$3,050 and over.....	3	2	1		6	6		34	31	3	

Salary class	Lieutenants				Sergeants			Patrolmen				
	All cities	City group ³			All cities	City group ³			All cities	City group ³		
		I	II	III		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	15	7	4	4	25	9	6	10	27	9	6	12
All salaries.....	109	94	10	5	500	423	39	38	5,043	4,422	315	306
Under \$1,050.....												
\$1,050 to \$1,149.....												
\$1,150 to \$1,249.....												
\$1,250 to \$1,349.....												
\$1,350 to \$1,449.....												
\$1,450 to \$1,549.....									16	9		7
\$1,550 to \$1,649.....									20			20
\$1,650 to \$1,749.....									75	13		62
\$1,750 to \$1,849.....									90	71		19
\$1,850 to \$1,949.....					8	7		1	75	5	17	53
\$1,950 to \$2,049.....									281	171	22	88
\$2,050 to \$2,149.....	1			1					212	104	98	15
\$2,150 to \$2,249.....					20	8		12	970	895	40	35
\$2,250 to \$2,349.....	3			3	14		3	11	73	41	32	
\$2,350 to \$2,449.....	3	3			61	57	4		3,150	3,054	93	3
\$2,450 to \$2,549.....	3		3		28	16	12		3		3	
\$2,550 to \$2,649.....	8	8			188	178	9	1	15		11	4
\$2,650 to \$2,749.....	1		1		168	157	11		62	58	4	
\$2,750 to \$2,849.....	6	5		1								
\$2,850 to \$2,949.....	3		3									
\$2,950 to \$3,049.....	81	78	3						1	1		
\$3,050 and over.....												

See footnotes at end of table.

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

Salary class	Detective bureau, all occupations				Policewomen				Fingerprint section, all occupations			
	All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	25	9	6	10	14	8	2	4	17	6	6	5
All salaries.....	523	406	57	60	70	61	5	4	35	14	14	7
Under \$1,050.....												
\$1,050 to \$1,149.....												
\$1,150 to \$1,249.....					1			1				
\$1,250 to \$1,349.....												
\$1,350 to \$1,449.....					1	1			1		1	
\$1,450 to \$1,549.....												
\$1,550 to \$1,649.....					3	1		1				
\$1,650 to \$1,749.....	3			3	1		1					
\$1,750 to \$1,849.....	1			1	6	5		1	3	1	1	1
\$1,850 to \$1,949.....	5			5	1			1	3		1	2
\$1,950 to \$2,049.....	9			9	8	7		1	5	4		1
\$2,050 to \$2,149.....	11	1	6	4					3	1	2	
\$2,150 to \$2,249.....	27	16		11	7	5	2					
\$2,250 to \$2,349.....	21	1	2	18	6	4	2		1			1
\$2,350 to \$2,449.....	59	44	13	2	39	39			8	3	4	1
\$2,450 to \$2,549.....	11		7	4					4		3	1
\$2,550 to \$2,649.....	54	44	10									
\$2,650 to \$2,749.....	36	25	9	2					3	2	1	
\$2,750 to \$2,849.....	113	112		1					3	3		
\$2,850 to \$2,949.....												
\$2,950 to \$3,049.....	142	134	8						1		1	
\$3,050 and over.....	31	29	2									

Salary class	Operators, radio and telephone				Automobile mechanics				All others			
	All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	12	6	3	3	7	5	1	1	26	9	6	11
All salaries.....	111	89	13	9	36	34	1	1	657	545	63	49
Under \$1,050.....	2			2					9	6	2	1
\$1,050 to \$1,149.....									2	2		
\$1,150 to \$1,249.....	2			2					5	1	2	2
\$1,250 to \$1,349.....									26	19	2	5
\$1,350 to \$1,449.....	7	7							22	21	1	
\$1,450 to \$1,549.....	18	12	3	3					59	45	9	5
\$1,550 to \$1,649.....	52	52							32	25	3	4
\$1,650 to \$1,749.....	5	4			1		1		119	110	5	4
\$1,750 to \$1,849.....	7	7						1	76	62	4	10
\$1,850 to \$1,949.....	6	3	3		1	1			96	91	1	4
\$1,950 to \$2,049.....					3	3			28	20	8	
\$2,050 to \$2,149.....	3	3			2	2			33	17	8	8
\$2,150 to \$2,249.....	1	1			4	4			35	29	5	1
\$2,250 to \$2,349.....	3		2	1	1	1			13	7	2	4
\$2,350 to \$2,449.....	5		5		2	2			64	57	7	
\$2,450 to \$2,549.....					21	21			10	7	2	1
\$2,550 to \$2,649.....									7	5	2	
\$2,650 to \$2,749.....									2	2		
\$2,750 to \$2,849.....									6	6		
\$2,850 to \$2,949.....												
\$2,950 to \$3,049.....									5	5		
\$3,050 and over.....									8	8		

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

² Assistant deputy chiefs, both in group I, included under "All others."

³ See footnote 2 of table 1 for size of cities in each group.

⁴ No employees in this occupation in cities of group III.

Sixty-three percent of police patrolmen received annual salaries of \$2,400. Most of these patrolmen—3,054 out of 3,150—were in the large cities. Except for a special agent in Los Angeles who received \$3,000, the salaries of all patrolmen fell within the range from \$1,450 to \$2,750. Within this interval, a minor concentration in the range of \$1,950 to \$2,250 accounted for 29 percent of all salaries. In the group of smallest cities, over half of the patrolmen received less than \$1,950.

Differences in salary rates are the result not only of size of city but also of the number of grades for the classification of patrolmen. A number of cities had as many as four and five grades, and two (Berkeley and San Diego) had six. First-grade patrolmen, who received the highest salaries, constituted 87 percent of all patrolmen.

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

Salary class	All grades							
	Number				Percentage			
	All cities	City group ¹			All cities	City group ²		
		I	II	III		I	II	III
All salaries.....	5,043	4,422	315	306	100.0	100.0	100.0	100.0
\$1,450 to \$1,549.....	16	9		7	.3	.2		2.3
\$1,550 to \$1,649.....	20			20	.4			6.5
\$1,650 to \$1,749.....	75	13		62	1.5	.3		20.3
\$1,750 to \$1,849.....	90	71		19	1.8	1.6		6.2
\$1,850 to \$1,949.....	75	5	17	53	1.5	.1	5.4	17.3
\$1,950 to \$2,049.....	281	171	22	88	5.6	3.9	7.0	28.8
\$2,050 to \$2,149.....	212	104	93	15	4.2	2.4	29.5	4.9
\$2,150 to \$2,249.....	970	895	40	35	19.2	20.2	12.7	11.4
\$2,250 to \$2,349.....	73	41	32		1.4	.9	10.2	
\$2,350 to \$2,449.....	3,150	3,054	93	3	62.5	69.1	29.5	1.0
\$2,450 to \$2,549.....	3		3		.1		.9	
\$2,550 to \$2,649.....	15		11	4	.3		3.5	1.3
\$2,650 to \$2,749.....	62	58			1.2	1.3	1.3	
\$2,750 to \$2,849.....								
\$2,850 to \$2,949.....								
\$2,950 to \$3,049.....	1	1			(³)	(³)		

See footnotes at end of table.

TABLE 3.—*Police patrolmen in Pacific cities, classified according to salaries and grades, July 1, 1938—Continued*

Salary class	Number of patrolmen by specified grade											
	First ¹				Second				Third			
	All cities	City group ²			All cities	City group ²			All cities	City group ³		
		I	II	III		I	II	III		I	II	III
All salaries.....	4,395	3,911	235	249	187	132	16	39	314	270	33	11
\$1,450 to \$1,549.....	.....	.....	.....	.....	7	.....	.....	7	9	9	.....	.....
\$1,550 to \$1,649.....	9	.....	.....	9	6	.....	.....	6	.....	.....	.....	.....
\$1,650 to \$1,749.....	52	.....	.....	52	18	13	.....	5	5	.....	.....	5
\$1,750 to \$1,849.....	75	63	.....	12	2	.....	.....	2	5	.....	.....	5
\$1,850 to \$1,949.....	44	.....	.....	44	7	.....	1	6	8	.....	7	1
\$1,950 to \$2,049.....	117	42	.....	75	13	.....	.....	13	33	33	.....	.....
\$2,050 to \$2,149.....	101	.....	86	15	73	73	.....	38	31	31	7	.....
\$2,150 to \$2,250.....	745	693	17	35	9	5	.....	216	197	19	.....	.....
\$2,250 to \$2,349.....	21	.....	21	.....	52	41	11	.....	.....	.....	.....	.....
\$2,350 to \$2,449.....	3,150	3,064	93	3	.....	.....	.....	.....	.....	.....	.....	.....
\$2,450 to \$2,549.....	3	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,550 to \$2,649.....	15	.....	11	4	.....	.....	.....	.....	.....	.....	.....	.....
\$2,650 to \$2,749.....	62	58	4	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,750 to \$2,849.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,850 to \$2,949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,950 to \$3,049.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Salary class	Number of patrolmen by specified grade—Continued											
	Fourth				Fifth and below				Probationary			
	All cities	City group ²			All cities	City group ²			All cities	City group ²		
		I	II	III		I	II	III		I	II	III
All salaries.....	111	91	13	7	28	10	18	.....	8	8	.....	.....
\$1,450 to \$1,549.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,550 to \$1,649.....	5	.....	.....	5	.....	.....	.....	.....	.....	.....	.....	.....
\$1,650 to \$1,749.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,750 to \$1,849.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,850 to \$1,949.....	4	.....	2	2	12	5	7	.....	8	8	.....	.....
\$1,950 to \$2,049.....	102	91	11	.....	16	5	11	.....	.....	.....	.....	.....
\$2,050 to \$2,149.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,150 to \$2,249.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,250 to \$2,349.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,350 to \$2,449.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,450 to \$2,549.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,550 to \$2,649.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,650 to \$2,749.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,750 to \$2,849.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,850 to \$2,949.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,950 to \$3,049.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

¹ Includes 133 motorcycle officers, 27 cruiser-car officers, 4 traffic footmen, and 1 special agent.

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

³ Less than 1/10 of 1 percent.

Types of Duty for Patrolmen

The proportion of patrolmen directing and regulating traffic as a full-time duty was relatively small in most cities covered by this report. Table 4 reveals that only 16 percent of the patrolmen in group I were regularly assigned to the traffic squad, while in each of

the other groups this percentage was over 25. The fact that the traffic problems of large cities are more complex than those of smaller cities had no appreciable effect on the percentage of men assigned to traffic duty in large cities, since other problems of policing large cities are correspondingly difficult. The difference in the percentages for these groups is partly the result of the practice in the larger cities of assigning a large proportion of the uniformed force to clerical and technical duties.

Foot patrolmen and motorcycle policemen constituted 40 percent and 33 percent, respectively, of officers on the traffic squad. Nineteen percent were in automobiles and the remainder were mounted policemen or were assigned to special duties.

For those not on the traffic squad, the classification by type of duty was considerably different. Thirty-four percent were foot patrolmen, and slightly smaller proportions were in automobiles or were detailed to clerical or technical duties, leaving a very small group for duty on motorcycles or horses.

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

Type of duty	Number of patrolmen				Percentage			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
All types of duty.....	5,043	4,422	315	306	100.0	100.0	100.0	100.0
Traffic duty.....	868	707	84	77	17.2	16.0	26.7	25.2
Automobile.....	164	122	28	14	3.2	2.7	8.9	4.6
Foot.....	346	314	12	20	6.9	7.1	3.8	6.5
Motorcycle.....	289	207	39	43	5.7	4.7	12.4	14.1
Mounted.....	34	34	-----	-----	.7	.8	-----	-----
Other assign- ments.....	35	30	5	-----	.7	.7	1.6	-----
Other than traffic duty.....	4,175	3,715	231	229	82.8	84.0	73.3	74.8
Automobile.....	1,284	1,057	101	126	25.5	23.9	32.1	41.2
Foot.....	1,412	1,216	121	75	28.0	27.5	38.4	24.5
Motorcycle.....	62	58	-----	4	1.2	1.3	-----	1.3
Mounted.....	26	26	-----	-----	.5	.6	-----	-----
Other assign- ments.....	1,391	1,358	9	24	27.6	30.7	2.8	7.8

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

Comparison of Employment and Salaries

Employees in the uniformed division constituted 82 percent of all police-department employees and received 83 percent of the total salaries. This division included patrolmen, who represented 70 percent of all employees but received 69 percent of the total salaries. Greater variations between the percentages of employees and salaries were evident in the detective bureau and the clerical division. Detectives received high salaries in proportion to their numbers, and those in clerical work received relatively low salaries.

Supervisory employees⁴ constituted about 16 percent of the total personnel and received nearly 19 percent of total salaries. The proportion of supervisory employees tended to be greater in the smaller cities.

TABLE 5.—Percentage distributions¹ of police-department employees and salaries in Pacific cities, by division, July 1, 1938

Division and occupation	Percentage of all employees				Percentage of total salaries			
	All cities	City group ²			All cities	City group ²		
		I	II	III		I	II	III
All divisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniformed division..	81.7	82.7	72.6	78.3	82.6	83.6	73.6	78.5
Chiefs.....	.4	.2	1.1	2.4	.6	.3	2.1	3.6
Assistant chiefs..	.1	(³)	.2	1.4	.2	.1	.3	1.6
Assistant deputy chiefs.....	(³)	(³)	-----	-----	.1	.1	-----	-----
Inspectors.....	.1	.1	.2	-----	.2	.2	.2	-----
Captains.....	1.0	.9	2.0	1.0	1.4	1.3	2.6	1.2
Lieutenants.....	1.5	1.5	1.9	1.0	1.9	1.9	2.2	1.2
Sergeants.....	7.0	6.9	7.3	7.5	7.7	7.6	8.1	8.0
Plainclothesmen.....	.3	.3	.7	.8	.3	.2	.7	.7
Patrolmen.....	70.2	71.8	58.8	60.8	69.1	70.9	57.0	58.9
Patrol drivers.....	.6	.7	-----	-----	.6	.7	-----	-----
Turnkeys.....	.2	.2	-----	.6	.2	.2	-----	.5
Others.....	.3	.1	.4	2.8	.3	.1	.4	2.8
Detective bureau.....	7.3	6.6	10.7	11.9	8.5	7.9	12.0	13.2
Women's bureau.....	1.6	1.5	1.9	2.0	1.4	1.4	1.5	1.5
Fingerprint section.....	.5	.2	2.6	1.4	.5	.2	2.6	1.5
Telephone and radio.....	1.9	1.7	3.7	3.0	1.4	1.2	3.5	2.6
Clerical division.....	4.9	5.0	6.5	3.2	3.7	3.7	5.4	2.5
Maintenance.....	1.8	2.0	.9	.2	1.6	1.7	.7	.2
Miscellaneous.....	.3	.3	1.1	-----	.3	.3	.7	-----

¹ Based on figures in appendix table E.

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

³ Less than 1/10 of 1 percent.

Comparison of Size of Departments and Per Capita Salary Costs

Disproportionate changes in the size of Pacific cities during the past decade, as revealed by the 1940 census, make a comparison of relative sizes and salary costs of police departments in cities of this area with those of other cities in the country somewhat misleading. The 3 States in the Pacific region showed an increase in population of 18.8 percent from 1930 to 1940 as compared with only 7.2 percent for the country as a whole. Much of this increase can be credited to cities of less than 25,000 population; however, 25 of the cities covered by this Survey showed increases which ran as high as 44 percent. On the other hand, Bellingham and Everett, Wash., showed slight decreases.

Figures shown in appendix table A are on the basis of the 1930 census, which were the latest population figures available at the time

⁴ Includes ranking officers in the uniformed division and detective bureau, superintendents and assistant superintendents in the women's bureau, identification chiefs, superintendents and chief operators in the radio and telephone division, and chief clerks.

the earlier reports in this series were prepared. Since the use of the 1940 population figures greatly diminishes the relative sizes and costs in some departments, table 6 has been included to show the number of employees and salary expenditures in relation to size of city in both 1930 and 1940 for the 5 cities with the greatest percentage increase in population in the decade. For instance, the number of employees in Santa Monica on July 1, 1938, was 19 per 10,000 of population according to the 1930 census but only 13 per 10,000 according to the 1940 census. The explanation of this difference in ratios lies in the 44-percent increase in the population of the city during the decade. Comparative ratios for per capita salary costs in Santa Monica showed a change from \$3.71 to \$2.57.

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

City	Census of 1930			Census of 1940		
	Population	Employees per 10,000	Per capita salary cost	Population	Employees per 10,000	Per capita salary cost
Alhambra, Calif.-----	29,472	11	\$2.44	38,935	8	\$1.85
Glendale, Calif.-----	62,736	12	2.55	82,582	9	1.94
Los Angeles, Calif.-----	1,238,048	22	5.31	1,504,277	18	4.37
San Diego, Calif.-----	147,995	14	3.17	203,341	11	2.31
Santa Monica, Calif.-----	37,146	19	3.71	53,500	13	2.57

Hours and Working Conditions

The number of hours on duty and working conditions of a police department depend largely upon the size and financial condition of a city. In many localities maximum hours of work and minimum wages are prescribed by State or local legislation. Another factor affecting a police force is the need for sufficient flexibility to meet varying demands for protection and to take care of such events as parades, fairs, conventions, and emergencies. In the Pacific region cities the differences in conditions in large and small cities were not as marked as in some other regions.

Platoon Systems and Hours of Duty

The average workweek for members of the police departments is shown in table 7. Ninety-three percent of all employees worked under variations of 3-platoon systems which provided for 8-hour tours each day and approximately a day off each week. The fractional days on and off duty per week shown in the table are based on the average number of days worked throughout the year and are correct to the nearest tenth. For example, the 2,575 employees having an 8-hour workday and receiving 4 days off per month worked 48.6 hours per week, or 6.1 days per week.

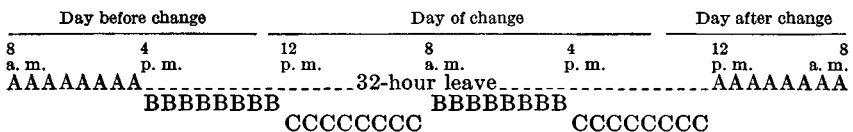
TABLE 7.—Police-department employees in Pacific cities classified according to hours and days on duty per week, July 1, 1938

System of operation	Average hours on duty per week	Average days on duty per week	Cities reporting various systems			
			All cities	City group ²		
				I	II	III
2-platoon: Four 10-hour groups overlapping, off 1 day per week.....	60.0	6.0	1	-----	-----	1
3-platoon: 8-hour tours, off every 8th day.....	49.0	6.1	2	2	-----	-----
8-hour tours, off 0.9 days per week.....	48.6	6.1	3	1	-----	2
8-hour tours, off 1 day per week.....	48.0	6.0	20	6	6	8
8-hour tours, off 1.2 days per week.....	46.7	5.8	1	-----	-----	1
Other.....	46.4	5.6	24	8	5	11

System of operation	Number of employees ¹				Percentage of employees			
	All cities	City group ²			All cities	City group ²		
		I	II	III		I	II	III
All systems.....	7,202	6,163	536	503	100.0	100.0	100.0	100.0
2-platoon: Four 10-hour groups overlapping, off 1 day per week.....	22	-----	-----	22	.3	-----	-----	4.4
3-platoon.....	6,707	5,759	505	443	93.1	93.5	94.2	88.1
8-hour tours, off every 8th day.....	604	604	-----	-----	8.4	9.8	-----	-----
8-hour tours, off 0.9 days per week.....	2,575	2,476	-----	99	35.8	40.2	-----	19.7
8-hour tours, off 1 day per week.....	3,503	2,679	505	319	48.6	43.5	94.2	63.4
8-hour tours, off 1.2 days per week.....	25	-----	-----	25	.3	-----	-----	5.0
Other.....	473	404	31	38	6.6	6.5	5.8	7.5

¹ See appendix table E for greater detail by divisions.
² See footnote 2 of table 1 for size of cities in each group.

In many cities the days off were arranged so that the time off for each employee did not always fall on the same day of the week. In about half of the cities, the men on the uniformed force alternated periodically from one tour to another. For instance, in San Diego the policemen changed hours of duty once every month. The method of alternation is illustrated below.



As can be seen from the diagram, the morning group (platoon A) changed from daytime duty to night duty after a 32-hour rest period. To effect the change, each of the other platoons had but 8 hours of leave instead of the usual 24 hours. In the next 2 alternations, platoons B and C, in turn, received the 32-hour leave.

Because of the complications introduced by alternating tours, most cities changed only once a month. Some cities provided for no alternation but assigned the more desirable hours on the basis of seniority.

Members of a department classified as "others," mostly non-uniformed employees engaged in clerical and maintenance work, had slightly shorter hours than the uniformed force. This group constituted 7 percent of all police-department employees.

Promotion of Patrolmen

Twenty-three of the twenty-seven cities in this region provided for automatic promotion of patrolmen from the lowest grade to the next higher grade after a specified period of service. In most cities the length of time before the initial promotion was 1 year. It will be noted from table 8 that in only one city was advancement made as the result of civil-service examinations, and that three cities had but one classification for their patrolmen.

TABLE 8.—Police departments in Pacific cities, classified according to method of promoting patrolmen, July 1, 1938

City group ¹	Total	Number of cities					
		With automatic promotion after—				With promotion by civil service	With patrolmen all 1 grade
		6 months	1 year	3 years	4 years		
All cities	27	3	18	1	1	1	3
Group I.....	9	1	5	1		1	1
Group II.....	6	1	5				
Group III.....	12	1	8		1		2

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

Vacations With Pay

All police-department employees in this region received vacations with pay in addition to the regular days off each week or month. Seventy-one percent received 15 days, 25 percent 14 days, and the remaining employees either 6 or 12 days per year.

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

City group ¹	Total number of employees	Number of employees having—			
		6 days	12 days	14 days	15 days
All cities	7, 202	9	301	1, 786	5, 106
Group I.....	6, 163	9	295	1, 431	4, 428
Group II.....	536		6	216	314
Group III.....	503			139	364

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

Items Supplied to the Uniformed Force

The practice of furnishing the uniformed force with uniforms and other items of equipment was not as prevalent in the Pacific region as in some others. No city provided full uniforms without charge, but one city, San Jose, Calif., granted a cash allowance for uniforms to a part of its force. Other items supplied were, for the most part, small items, such as badges, revolvers, and clubs.

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

City group ¹	Total number of cities	Number of cities supplying—							
		Cash allowance for uniforms	Rain-coats or capes	Revolvers	Holsters and belts	Hand-cuffs, twist-ers	Clubs, night-sticks	Badges	Other items ²
All cities.....	27	1	1	8	1	11	10	21	15
Group I.....	9	—	—	4	—	2	2	7	2
Group II.....	6	1	1	1	—	4	3	4	5
Group III.....	12	—	—	3	1	5	5	10	8

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

² Overcoats, whistles, first-aid kits, ammunition, flashlights, caps, etc.

Appendix

The appendix contains a table of the 27 Pacific cities included in this survey, with their 1930 populations and information regarding the number of police-department employees per 10,000 population and per capita salary costs. It also contains 5 other tables giving detailed information on some of the subjects discussed in the body of the report. Tables B through 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 number of hours and days on duty per week 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 Pacific cities with a population of 25,000 or more,¹ July 1, 1933

City	Population ²	Em- ploy- ees per 10,000	Per cap- ita sal- ary cost	City	Popula- tion ²	Em- ploy- ees per 10,000	Per cap- ita sal- ary cost
All cities.....	4,155,503	17	\$4.03	Group II—Continued.			
Group I—cities of 100,000 and over.....	3,336,261	18	4.35	Pasadena, Calif.....	76,086	14	\$3.40
Long Beach, Calif.....	142,032	15	3.67	Sacramento, Calif.....	93,750	14	3.19
Los Angeles, Calif.....	1,238,048	22	5.31	San Jose, Calif.....	57,651	11	2.54
Oakland, Calif.....	284,063	14	3.38	Group III—cities of 25,000 to 50,000.....	394,397	13	2.54
Portland, Oreg.....	301,815	14	3.20	Alameda, Calif.....	35,033	12	2.83
San Diego, Calif.....	147,995	14	3.17	Alhambra, Calif.....	29,472	11	2.44
San Francisco, Calif.....	634,394	21	5.18	Bakersfield, Calif.....	26,015	19	4.05
Seattle, Wash.....	365,583	16	3.40	Bellingham, Wash.....	30,823	10	1.73
Spokane, Wash.....	115,514	12	2.17	Everett, Wash.....	30,567	11	2.17
Tacoma, Wash.....	106,817	10	2.14	Riverside, Calif.....	29,696	12	2.19
Group II—cities of 50,000 to 100,000.....	424,845	13	2.90	Salem, Oreg.....	26,266	10	1.55
Berkeley, Calif.....	82,109	11	2.38	San Bernardino, Calif.....	37,481	10	1.77
Fresno, Calif.....	52,513	15	3.30	Santa Ana, Calif.....	30,322	13	2.45
Glendale, Calif.....	62,736	12	2.55	Santa Barbara, Calif.....	33,613	13	2.59
				Santa Monica, Calif.....	37,146	19	3.71
				Stockton, Calif.....	47,963	13	2.78

¹ Includes all cities with a population of 25,000 or more in the Pacific region. Belvedere Township, Calif., (33,023), classified as urban by special rule of the U. S. Bureau of the Census, has not been included because data were not available.

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

TABLE B.—Police-department employees in each of 9 Pacific cities of group I,¹ classified according to individual occupations and corresponding salary rates, July 1, 1938

Division and occupation	California										Oregon		Washington					
	Long Beach		Los Angeles		Oakland		San Diego		San Francisco		Portland		Seattle		Spokane		Tacoma	
	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary
All divisions ¹	214		2,771		393		214		1,323		433		569		138		108	
Uniformed division:																		
Chiefs or superintendents.....	1	\$4,500	1	\$7,200	1	\$5,400	1	\$4,500	1	\$7,200	1	\$4,800	1	\$5,000	1	\$3,180	1	\$3,600
Assistant or deputy chiefs.....	1		1	5,700					1	5,400								
Assistant deputy chiefs.....			2	5,100														
Inspectors.....			3	4,200					1	4,000	1	4,056	1	3,420	1	2,322		
Captains.....	1	3,300	18	3,600	3	3,600	4	2,964	9	3,600	9	3,000	8	3,000	3	2,190	2	2,460
Lieutenants.....	1	3,000	33	3,000	8	3,000	5	2,784	36	3,000	8	2,640					3	2,400
Sergeants.....	11	2,700	146	2,700	28	2,640	24	2,412	150	2,640	16	2,496	33	2,400	7	1,932	8	2,160
Plainclothesmen.....															17	1,932		
Patrolmen:																		
1st grade.....	134	2,400	1,694	2,400	241	2,400	104	2,220	967	2,400	242	2,232	329	2,160	63	1,800	42	2,040
2d grade.....			22	2,280	19	2,280	8	2,136			5	2,160	65	2,100	13	1,662		
3d grade.....			178	2,160	19	2,160	6	2,052			25	2,100	33	2,040	9	1,512		
4th grade.....			81	2,040			6	1,956			4	2,040						
5th grade.....							5	1,872			5	1,980						
Probationary.....							8	1,776										
Other:																		
Motorcycle officers.....	18	2,400	58	2,700	(²)													
Cruiser-car officers.....																	18	2,160
Special agents.....			1	3,000														
Patrol drivers.....			(²)		10	2,400			25	2,400	1	1,920			4	1,800		
Turnkeys.....			(²)		8	2,400					3	2,232			2	1,800	4	2,040
Miscellaneous:																		
Jailers, head.....											1	2,376			1	1,872		
Meter checkers.....											2	1,920						
Property clerks.....	1	2,700							1	3,600								
Traffic clerks.....							2	1,764										
Detective bureau:																		
Chiefs of detectives.....			1	5,100	1	4,200	1	3,144					1	3,420				
Chief inspectors.....									1	5,000								
Inspectors.....			3	4,200					75	2,760								
Captains.....	1	3,300	15	3,600							1	3,240	4	3,000	1	2,322	1	2,580
Lieutenants.....	4	3,000	119	3,000	3	3,300	2	2,784	7	3,000	2	2,748						

Sergeants.....						8	2,412	6	2,640	2	2,688	36	2,400	1	2,064		
Detectives.....	21	2,700			33	2,760		(²)		36	2,640					16	2,160
Miscellaneous:																	
Assistant detectives.....					1	2,640											
Criminologists.....					1	2,760		1	3,600								
Juvenile details.....					1	2,760											
Printing detectives.....					1	2,760											
Women's bureau:																	
Superintendents.....										1	2,580	1	2,520				
Assistant superintendents.....										1	2,208						
Policewomen.....	4	2,280	36	2,400		5	1,800	3	2,400	5	1,980	5	2,160	1	1,452	2	2,040
Matrons.....	2	2,280			5	1,920	4	1,764	{ 1 2 }	4	1,680	4	2,160	3	1,452	3	1,620
Miscellaneous:																	
City mothers.....			1	3,000													
Juvenile bureau attendants.....			1	1,500													
Probation officers.....			{ 1 1 }	{ 2,700 3,000 }													
Fingerprint section: 4																	
Identification chiefs.....	1	2,700				1	2,784							1	2,088	1	2,400
Identification clerks.....						2	2,040									2	2,040
Fingerprint operators.....	2	2,400	1	2,820										1	1,800		
Photographers.....			1	2,820				1	2,700								
Telephone and radio division: 4																	
Superintendents.....			(²)							1	2,376			1	1,926	1	2,640
Radio operators.....	1	1,721	(²)			3	1,716			{ 3 1 }	{ 2,136 2,232 }	(²)		(²)		3	1,920
Telephone operators.....	3	1,500	{ 1 5 52 }	{ 1,440 1,500 1,580 }		4	1,488	7	1,800	6	1,356						
Miscellaneous:																	
Instrument men.....													1	2,520			
Radio engineers.....										1	2,160						
Radio technicians.....						2	1,956					1	2,220				
Radio utility men.....			{ 1 2 4 }	{ 1,680 1,740 1,800 }													
Clerical:																	
Chief clerks.....	1	3,000								1	3,000	1	2,640	1	1,872		
Accountants, purchasing.....			1	3,600													
Assistant accounts, purchasing.....			1	2,400													
Bookkeepers.....					1	1,680		1	2,100	1	1,500	1	1,968				
Clerks, senior.....	(²)		1	2,160	1	1,680		(²)		1	1,788	3	1,800	(²)			
Clerk, junior.....			{ 1 1 38 }	{ 1,680 1,740 1,920 }						1	1,620						
Secretaries.....			2	2,160													
Assistant secretaries.....			1	3,600	1	2,400		1	4,800			1	1,968	1	2,058		
Assistant secretaries.....			1	1,740													
Assistant secretaries.....			2	2,400													

See footnotes at end of table.

TABLE B.—Police-department employees in each of 9 Pacific cities of group I,¹ classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued

Division and occupation	California										Oregon		Washington							
	Long Beach		Los Angeles		Oakland		San Diego		San Francisco		Portland		Seattle		Spokane		Tacoma			
	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary		
Stenographers, senior	4	\$1,440	7	\$1,500 to 2,220	1	\$1,800	{	1	\$1,668	{	5	\$1,860 to 2,760	10	\$1,380	19	\$1,788	1	\$1,512	-----	-----
Stenographers, junior	-----	-----	{	16	1,320	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Typists	2	1,440	{	4	1,380	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Miscellaneous:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Clerks, file	-----	-----	-----	5	2,040	1	1,680	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Clerks, personnel	-----	-----	-----	1	2,400	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Clerks, record	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	2	2,376	-----	-----	-----	-----	-----	-----	-----
Clerks, statistical	-----	-----	-----	1	2,400	2	1,560	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Messengers	-----	-----	-----	6	900	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Operators, junior comptometer	-----	-----	-----	2	1,500	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Operators, key punch	-----	-----	-----	-----	-----	-----	-----	-----	-----	{	2	1,800	-----	-----	-----	-----	-----	-----	-----	-----
Operators, tabulating machine	-----	-----	-----	1	1,680	-----	-----	-----	-----	{	1	1,980	-----	-----	-----	-----	-----	-----	-----	-----
Maintenance: *	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Electricians	-----	-----	-----	1	2,503	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Janitors	-----	-----	{	1	1,620	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Hostlers	-----	-----	{	1	1,740	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Linemen	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Machinists	1	1,721	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
General mechanics:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Automobile (includes foremen)	-----	-----	21	2,503	-----	-----	{	3	2,040	-----	-----	{	1	2,100	-----	-----	{	4	2,172	-----
Building repairmen	-----	-----	-----	-----	-----	-----	{	1	2,412	-----	-----	{	1	2,102	-----	-----	{	1	2,340	-----
Carpenters	-----	-----	2	2,294	-----	-----	-----	-----	-----	-----	-----	{	1	2,400	-----	-----	-----	-----	-----	-----
Motorcycle	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	1	1,678	-----	-----	-----	-----	-----	-----	-----
Painters	-----	-----	2	2,503	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Mechanics' helpers:	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Automobile	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Linemen's	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Garage utility men	-----	-----	{	6	1,680	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	-----	-----	{	15	1,800	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	1	1,620	-----	-----	-----	-----	-----	-----	-----

TABLE C.—Police-department employees in each of 6 Pacific cities of group II,¹ classified according to individual occupation and corresponding salary rates, July 1, 1938

Division and occupation	California											
	Berkeley		Fresno		Glendale		Pasadena		Sacramento		San Jose	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
All divisions ²	88		79		75		105		128		61	
Uniformed division:												
Chiefs or superintendents.....	1	\$4,500	1	\$4,200	1	\$4,095	1	\$4,800	1	\$4,200	1	\$4,200
Assistant or deputy chiefs.....									1	3,300		
Inspectors.....			1	2,400								
Captains.....	1	3,300	1	3,420	1	2,700	1	3,300	4	2,820	3	2,700
Lieutenants.....	3	2,880	1	2,700	3	2,460	3	3,000				
Sergeants.....	6	2,460	4	2,400	3	2,280	11	2,700	9	2,640	6	2,520
Plainclothesmen.....	2	{ 2,040 2,220 }										
Patrolmen:												
1st-grade.....	10	2,220	50	2,100	23	2,100	28	2,400	65	2,400	21	2,280
2d-grade.....	4	2,160			1	1,900	3	2,280	6	2,280	2	2,280
3d-grade.....	7	2,100			7	1,860	2	2,160	9	2,160	8	2,160
4th-grade.....	8	2,040							3	2,040	2	1,920
5th-grade.....	11	1,980										
6th-grade.....	7	1,920										
Other:												
Motorcycle officers.....			3	2,220	4	2,220	{ 3 2,520 9 2,640 }				{ 2 2,580 4 2,700 }	
Cruiser-car officers.....					9	2,100						
Traffic footmen.....					4	2,100						
Miscellaneous:												
Traffic sergeants.....					1	2,280						
Warrant officers.....							1	2,640				
Detective bureau:												
Chiefs of detectives.....							1	3,600	1	3,000		
Captains.....	1	3,300			1	2,700			1	2,700		
Lieutenants.....			1	2,700	1	2,460	7	3,000				
Sergeants.....			8	2,400	2	2,280	5	2,700	3	2,640	5	2,520
Detectives.....	5	2,640			5	2,100	{ 3 2,400 2 2,640 }					
Miscellaneous:												
Crime prevention bureau:												
Directors.....					1	2,460						
Juvenile officers.....					1	2,100						
Juvenile division:												
Captains.....									1	2,700		
Plainclothesmen.....									2	2,400		
Women's bureau:												
Policewomen.....	{ 1 2,220 1 1,680 }						{ 1 2,160 2 2,280 }					
Matrons.....	1	1,500			1	1,320			{ 1 1,500 1 1,680 }		1	2,160
Fingerprint section:												
Identification chiefs ⁴					1	2,460	1	3,000	{ 1 2,100 1 2,700 }		1	2,520
Identification clerks.....	1	2,400			1	2,100	1	2,400	{ 1 1,800 1 1,920 }			
Fingerprint operators.....			1	2,400							1	2,520
Photographers.....							1	2,400	1	1,500		
Telephone and radio division:												
Superintendents.....	1	2,400					1	2,400			1	2,520
Chief operators.....									1	2,400		
Radio operators.....							5	2,400	3	1,920	2	2,280
Telephone operators.....	(⁵)						3	1,500				
Miscellaneous:												
Radio technicians.....	2	2,040	1	2,400								
Clerical division:												
Chief clerks.....	(⁵)								1	2,200		
Bookkeepers.....	1	2,040										
Clerks, senior.....			{ 1 1,620 1 1,800 }		1	1,500	{ 3 1,500 1 2,640 }		1	1,560	1	1,680
Clerks, junior.....									1	1,380		

See footnotes at end of table.

TABLE C.—Police-department employees in each of 6 Pacific cities of group II,¹ classified according to individual occupation and corresponding salary rates, July 1, 1938—Continued

Division and occupation	California											
	Berkeley		Fresno		Glendale		Pasadena		Sacramento		San Jose	
	No.	Sal-ary	No.	Sal-ary	No.	Sal-ary	No.	Sal-ary	No.	Sal-ary	No.	Sal-ary
Clerical division—Continued.												
Secretaries.....	2	\$2,100	1	\$2,040	1	\$2,100	1	\$1,800	1	\$2,400	1	\$2,520
Stenographers.....	6	10 { 2,040 to 2,400	1	1,200					{	2 1,680 1,920		
Miscellaneous:												
Clerks, statistical.....			1	1,620								
Operators, key punch.....									1	1,320		
Maintenance division: ⁷												
Janitors.....									1	1,500		
Laborers.....			1	1,800								
General mechanics:												
Automobile.....							1	1,680				
Painters.....			1	2,400								
Miscellaneous:												
Cooks.....									1	1,200		
Miscellaneous:												
Instructors, fire arms.....							1	1,500				
Caretakers, prison camps.....							1	900				
Caretakers, rifle ranges.....							1	900				
Foremen of prisoners.....							1	1,680				
Poundmasters.....					1	1,800						
Assistant poundmasters.....					1	1,500						

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

² Includes only regular, full-time employees.

³ Includes 1 at \$2,040, 1 at \$2,100, 1 at \$2,160, and 1 at \$2,220.

⁴ Classification includes assistant chief in Sacramento.

⁵ Assigned from uniformed force.

⁶ Includes 3 at \$2,040, 4 at \$2,100, 1 at \$2,220, 1 at \$2,280, and 1 at \$2,400.

⁷ Work of this division performed by separate city bureau or private company in Berkeley.

TABLE D.—Police-department employees in each of 12 Pacific cities of group III,¹ classified according to individual occupations and corresponding salary rates, July 1, 1938

Division and occupation	California														Oregon		Washington								
	Alameda		Alhambra		Bakersfield		Riverside		San Bernardino		Santa Ana		Santa Barbara		Santa Monica		Stockton		Salem		Bellingham		Everett		
	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	
All divisions ?	43		33		50		35		37		40		44		69		62		25		30		35		
Uniformed division:																									
Chiefs or superintendents	1	\$3,600	1	\$3,300	1	\$3,600	1	\$2,700	1	\$2,400	1	\$3,000	1	\$3,600	1	\$2,940	1	\$3,600	1	\$2,400	1	\$2,400	1	\$2,400	
Assistant or deputy chiefs					2	2,700	1	2,100			1	2,376			1	2,700	1	1,980	1	1,980	1	1,980			
Captains							1	1,920			1	2,244			2	2,520	1	2,700							
Lieutenants	1	2,760			2	2,340					1	2,112	1	2,280											
Sergeants	4	2,340	1	2,640	3	2,220	1	1,860	1	1,800	6	1,848			7	2,280	9	2,190	2	1,800	4	1,800			
Plainclothesmen									1	1,740											3	1,860			
Patrolmen:																									
1st grade	29	2,220	15	2,100	17	2,040	17	1,740	23	1,740	12	1,782	13	1,920	16	2,040	36	2,040	9	1,620	12	1,740	18	1,860	
2d grade			2	1,800	6	1,920	3	1,620					1	1,740	13	1,980			7	1,500	3	1,560	4	1,740	
3d grade			1	1,680	5	1,800					3	1,650	1	1,680	1	1,920									
4th grade											4	1,584	1	1,620	2	1,860									
Other:																									
Motorcycle officers			4	2,640	6	2,160	3	2,400	4	1,920	6	1,980	7	1,920							2	1,860			
Turnkeys									1	1,560					1	2,160							1	1,680	
Miscellaneous:																									
Desk sergeants							3	1,800	4	1,800															
Traffic lieutenants																									
Traffic sergeants							1	2,520	1	2,100					1	2,280									
Detective bureau: ³																									
Inspectors	2	2,460			4	2,220																		1	2,160
Captains			1	2,700																				1	2,220
Lieutenants	1	2,760					1	1,980			1	2,112	1	2,280	2	2,400									
Sergeants	4	2,340	3	2,280			1	1,920			1	1,920	3	2,100	2	2,280	8	2,340	1	1,800				3	1,980
Detectives															5	2,040	5	2,190						3	1,920
Miscellaneous:																									
Juvenile officers													2	1,680											

TABLE E.—Police-department employees and total salaries in Pacific cities, classified according to divisions, July 1, 1938 ¹

Division and occupation	Number of employees				Total salaries			
	All cities	City group ²			All cities	City group ²		
		I	II	III		I	II	III
All divisions.....	7,202	6,163	536	503	\$16,732,624	\$14,499,431	\$1,232,495	\$1,000,698
Uniformed division.....	5,881	5,098	389	394	13,809,805	12,116,310	907,815	786,180
Chiefs.....	27	9	6	12	107,815	45,380	25,995	35,940
Assistant chiefs.....	10	2	1	7	30,936	11,100	3,300	16,536
Assistant deputy chiefs.....	2	2	---	---	10,200	10,200	---	---
Inspectors.....	8	7	1	---	28,798	26,398	2,400	---
Captains.....	73	57	11	5	229,650	185,646	32,100	11,904
Lieutenants.....	109	94	10	5	315,792	276,240	27,720	11,832
Sergeants.....	500	423	39	38	1,281,306	1,101,648	99,780	79,878
Plain-clothes men.....	25	17	4	4	48,684	32,844	8,520	7,320
Patrolmen:								
1st grade.....	4,230	3,816	197	217	9,835,248	8,967,144	446,580	421,524
2d grade.....	187	132	16	39	384,694	279,474	35,620	69,600
3d grade.....	314	270	33	11	659,250	571,260	68,760	19,230
4th grade.....	111	91	13	7	223,092	185,136	26,280	11,676
5th grade and below.....	28	10	18	---	54,480	19,260	35,220	---
Probationary.....	8	8	---	---	14,208	14,208	---	---
Other:								
Motorcycle officers.....	133	76	25	32	330,060	199,800	62,820	67,440
Cruiser-car officers.....	27	18	9	---	57,780	38,880	18,900	---
Traffic footmen.....	4	---	4	---	8,400	---	8,400	---
Special agents.....	1	1	---	---	3,000	3,000	---	---
Patrol drivers.....	43	43	---	---	99,816	99,816	---	---
Turnkeys.....	17	14	---	3	36,360	30,960	---	5,400
Miscellaneous.....	24	8	2	14	50,736	17,916	4,920	27,900
Detective bureau.....	523	406	57	60	1,426,328	1,146,986	147,480	131,862
Chiefs.....	6	4	2	---	22,464	15,864	6,600	---
Chief inspectors.....	1	1	---	---	5,000	5,000	---	---
Inspectors.....	85	78	---	7	235,860	219,600	---	15,960
Captains.....	30	23	3	4	96,282	77,442	8,700	10,140
Lieutenants.....	153	137	9	7	453,576	410,964	26,160	16,452
Sergeants.....	102	53	23	26	244,116	128,976	57,780	37,360
Detectives.....	135	106	15	14	342,150	277,380	36,180	28,590
Miscellaneous.....	11	4	5	2	27,180	11,760	12,060	3,360
Women's bureau.....	116	96	10	10	241,646	207,392	18,780	15,474
Superintendents.....	2	2	---	---	5,100	5,100	---	---
Assistant superintendents.....	1	1	---	---	2,208	2,208	---	---
Policewomen.....	70	61	5	4	155,586	137,952	10,620	7,014
Matrons.....	37	28	5	4	65,852	51,932	8,160	5,760
Miscellaneous.....	6	4	---	2	12,900	10,200	---	2,700
Fingerprint section.....	35	14	14	7	80,112	33,072	32,220	14,820
Identification chiefs.....	13	4	5	4	31,872	9,972	12,780	9,120
Identification clerks.....	11	4	5	2	22,560	8,160	10,620	3,780
Fingerprint operators.....	7	4	2	1	16,260	9,420	4,920	1,920
Photographers.....	4	2	2	---	9,420	5,520	3,900	---
Telephone and radio division.....	139	104	20	15	241,403	172,631	43,020	25,752
Superintendents.....	12	3	3	6	27,174	6,942	7,320	12,912
Chief operators.....	1	---	1	---	2,400	---	2,400	---
Radio operators.....	26	11	10	5	50,009	21,269	22,320	6,420
Telephone operators.....	85	78	3	4	132,168	121,248	4,500	6,420
Miscellaneous.....	15	12	3	---	29,652	23,172	6,480	---
Clerical division.....	357	306	35	16	622,264	530,634	66,820	24,810
Chief clerks ³	8	6	1	1	20,452	16,512	2,200	1,740
Clerks and bookkeepers.....	70	51	11	8	126,876	96,276	18,720	11,880
Secretaries.....	19	7	7	5	42,576	19,146	15,060	8,370
Assistant secretaries.....	3	3	---	---	6,540	6,540	---	---
Stenographers and typists.....	230	215	14	1	380,868	351,948	27,900	1,020
Miscellaneous.....	27	24	2	1	44,952	40,212	2,940	1,800

See footnotes at end of table.

TABLE E.—Police-department employees and total salaries in Pacific cities, classified according to divisions, July 1, 1938 ¹—Continued

Division and occupation	Number of employees				Total salaries			
	All cities	City group ²			All cities	City group ²		
		I	II	III		I	II	III
Maintenance division.....	128	122	5	1	261, 210	250, 830	8, 580	1, 800
Electricians.....	1	1			2, 503	2, 503		
Janitors.....	15	14	1		23, 684	22, 184	1, 500	
Hostlers.....	10	10			21, 600	21, 600		
Laborers.....	1		1		1, 800		1, 800	
Linemen.....	2	2			5, 040	5, 040		
Machinists.....	1	1			1, 721	1, 721		
General mechanics.....	43	40	2	1	99, 926	94, 046	4, 080	1, 800
Mechanics' helpers.....	27	27			47, 460	47, 460		
Miscellaneous.....	28	27	1		57, 476	56, 276	1, 200	
Miscellaneous.....	23	17	6		49, 856	41, 576	8, 280	
Medical division.....	3	3			10, 020	10, 020		
Instruction division.....	4	3	1		9, 264	7, 764	1, 500	
Inspection division.....	4	4			9, 552	9, 552		
Miscellaneous.....	12	7	5		21, 020	14, 240	6, 780	

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

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

³ Classification includes purchasing accountant and assistant in Los Angeles.

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

System of operation	Average hours on duty per week	Average days on duty per week	All divisions				Uniformed division				Detective bureau				Women's bureau			
			All cities	City group ¹			All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
				I	II	III		I	II	III		I	II	III		I	II	III
All systems.....			7, 202	6, 163	536	503	5, 881	5, 098	389	304	523	406	57	60	116	96	10	10
2-platoon: Four 10-hour groups overlapping, off 1 day per week.....	60.0	6.0	22			22	20			20	1			1				1
3-platoon.....			6, 707	5, 759	505	443	5, 851	5, 092	389	370	500	389	57	54	113	96	10	7
8-hour tours, off every 8th day.....	49.0	6.1	604	604			542	542			41	41			15	15		
8-hour tours, off 0.9 days per week.....	48.6	6.1	2, 575	2, 476		99	2, 318	2, 238		80	148	138		10	43	40		3
8-hour tours, off 1 day per week.....	48.0	6.0	3, 503	2, 679	505	319	2, 967	2, 312	389	266	311	210	57	44	54	41	10	3
8-hour tours, off 1.2 days per week.....	46.7	5.8	25			25	24			24				1				1
Other.....	46.4	5.6	473	404	31	38	10	6		4	22	17		5	2			2

System of operation	Fingerprint section				Telephone and radio division				Clerical division				Maintenance division				Miscellaneous		
	All cities	City group ¹			All cities	City group ¹			All cities	City group ¹			All cities	City group ¹			All cities	City group ¹	
		I	II	III		I	II	III		I	II	III		I	II	III		I	II
All systems.....	35	14	14	7	139	104	20	15	357	306	35	16	128	122	5	1	23	17	6
2-platoon: Four 10-hour groups overlapping, off 1 day per week.....																			
3-platoon.....	29	11	13	5	120	94	19	7	53	36	17		39	39				2	2
8-hour tours, off every 8th day.....					4	4												2	2
8-hour tours, off 0.9 days per week.....	3	2		1	63	58		5											
8-hour tours, off 1 day per week.....	26	9	13	4	53	32	19	2	53	36	17		39	39					
8-hour tours, off 1.2 days per week.....																			
Other.....	6	3	1	2	19	10	1	8	304	270	18	16	89	83	5	1	21	15	6

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

