

# WORKSHOP IN POLITICAL THEORY & POLICY ANALYSIS

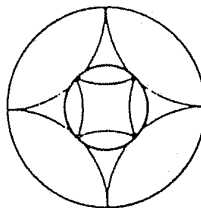
## **Police Services Study Technical Report**

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COMPENSATION TO POLICE OFFICERS

by

Nancy M. Neubert



**DRAFT EDITION**

Morgan Hall 121

Indiana University

Bloomington, IN 47401

36762

December, 1975

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This report is derived from the Police Services Study, supported by the Research Applied to National Needs Division of the National Science Foundation, Grant Number GI-43949. These findings are those of the author and do not necessarily reflect those of the National Science Foundation or Indiana University.

## COMPENSATION TO POLICE OFFICERS

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Nancy M. Neubert  
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In discussing police salaries, the general approach has suggested that to upgrade the quality of police services, one must upgrade the quality of recruits. This, in turn, can be accomplished by making the choice of a police career more attractive, both through increased monetary compensation and with improved working conditions and other professional rewards.

Issues concerning compensation reflect a stated desire to give police officers the compensation they deserve; the need to attract competent recruits and to remain competitive with other forms of employment; the debate over parity between police and firemen's salaries; and the establishment of a salary system including merit and educational increases.

The report in 1967 by the Task Force on the Police of the President's Commission on Law Enforcement and the Administration of Justice concentrated on what it perceived as generally inadequate salary levels:<sup>1</sup>

(T)he police cannot be expected to recruit competent personnel until communities are willing to pay the price for improved police performance. . . . Until salaries are increased to competitive levels, the police service will fight a losing battle in its efforts to upgrade the quality of its personnel.

Standards formulated later by the National Advisory Commission on Criminal Justice Standards and Goals (1973) included adequate and equitable salary schedules, educational and merit incentives, and state-wide minimum entry-level salaries with some state subsidy for salaries

in departments meeting state standards of recruitment, training, and compensation. A number of salary surveys have been conducted, including those by the Kansas City (Missouri) Police Department, the International City Management Association, the Law Enforcement Assistance Administration, and by several state agencies.

The data we collected in 80 metropolitan areas as a part of the Police Services Study<sup>2</sup> include entry-level salaries for patrol officers, highest salary within the patrol rank, and highest salary in the department. Salaries were recorded as of two dates: the first was December 1973; the second was the date of the interview, roughly fall 1974 through spring 1975. This second date will be considered in the text the 1974 data. The figures obtained were gross salary levels and did not include fringe benefits, both monetary and non-monetary. In addition to salaries, the method of compensation for overtime work and the hourly wage paid to part-time officers were also obtained.

The data reported pertain to local agencies that produce direct police services (at minimum, they produce general area patrol service), and exclude military and state-level agencies. The agencies we examined will be referred to as local direct service producers.

A few questions our data address are these:

- What are the overall distributions of salaries?
- What are the distributions of salaries within different geographic regions?
- What are the distributions of salaries within different-sized metropolitan areas?
- What are the distributions of salaries within different-sized jurisdictions? Different-sized departments?

- What are the distributions of salaries among departments with different characteristics?
- What are the distributions of salaries among departments with different policies?
- What is the overall distribution of methods of overtime compensation?
- What are the principal forms of overtime compensation among different geographic regions? Different-sized metropolitan areas? Different-sized jurisdictions and departments?
- What is the overall distribution of hourly wages for part-time officers?
- What is the distribution of hourly wages within different geographic regions? Within different-sized metropolitan areas? Different-sized jurisdictions?

#### Salary Distributions in Metropolitan Areas

Entry-level salaries for beginning patrol officers in 1973 ranged from less than \$4,000 to \$14,700 per year, as shown in Figure I. One half the departments interviewed paid new officers at least \$7,800; one quarter of all departments paid new officers between \$7,000 and \$8,000. For 1974, however, the median entry-level salary range was \$8,000 to \$9,000.

The highest salaries within the patrol rank in one-third of the 1973 cases were between \$8,000 and \$10,000; the most frequent category for 1974 top-basic-rank salary (27 percent) was \$10,000 to \$12,000. Median salaries were \$9,320 (1973) and \$10,300 (1974). Figure II presents the highest-basic-rank salaries.

The top salary in the department -- generally received by the chief officer -- was at least \$12,000 in half the cases (1973); that figure rose to \$13,500 in 1974. Figure III presents the distribution.

The median salary change in each category, shown as a percent of 1973 salary, is an approximately 9 percent increase for entry-level

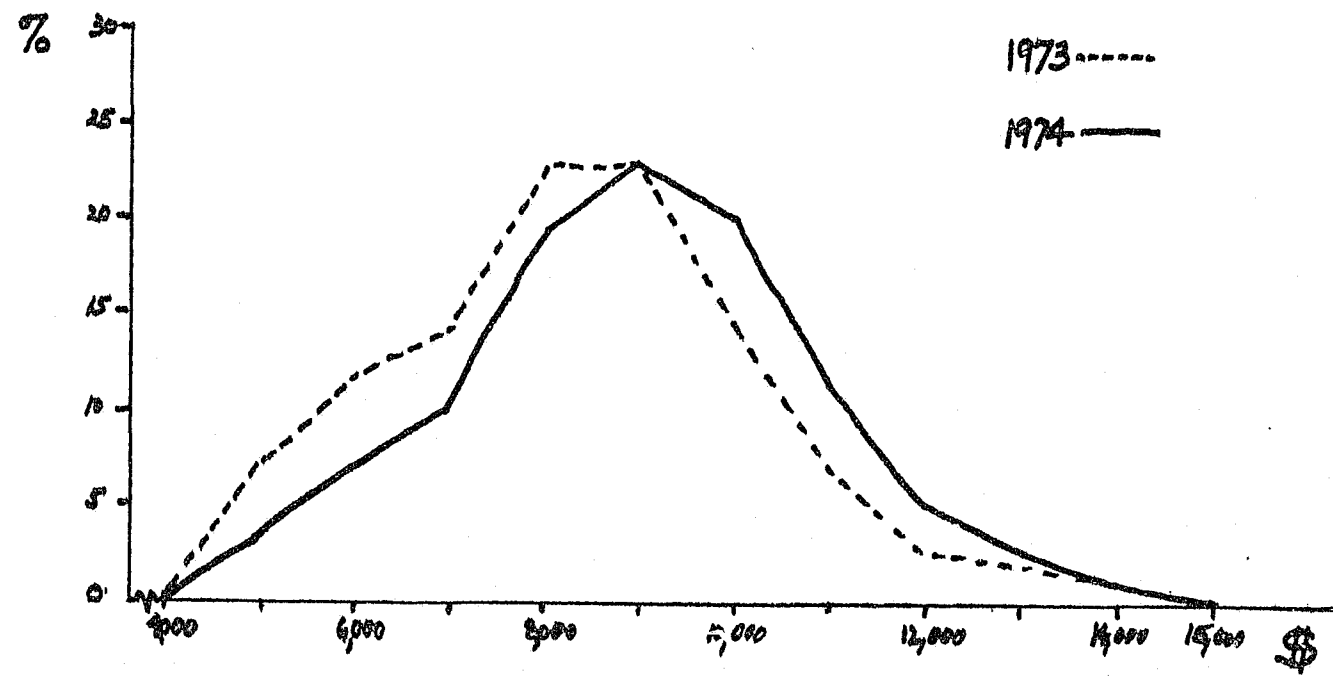


FIGURE I: Entry Patrol Salaries

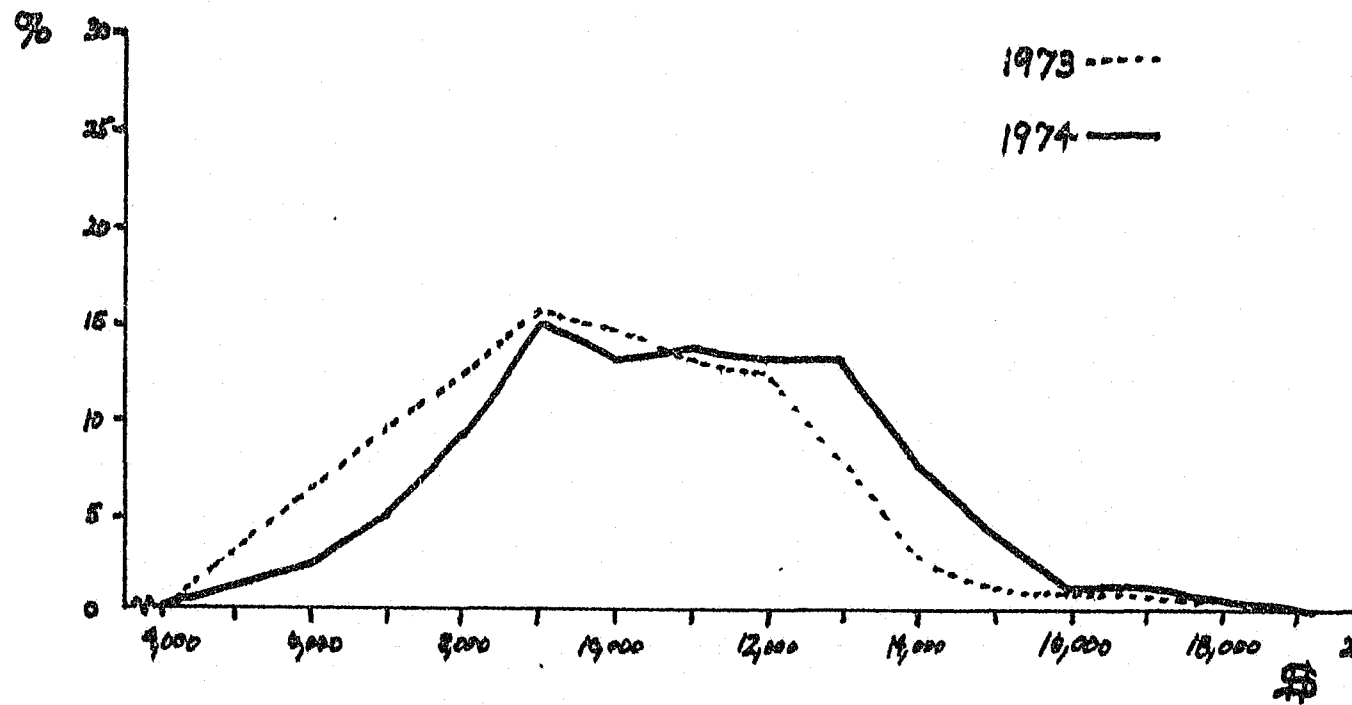


FIGURE II: Top Patrol Salaries

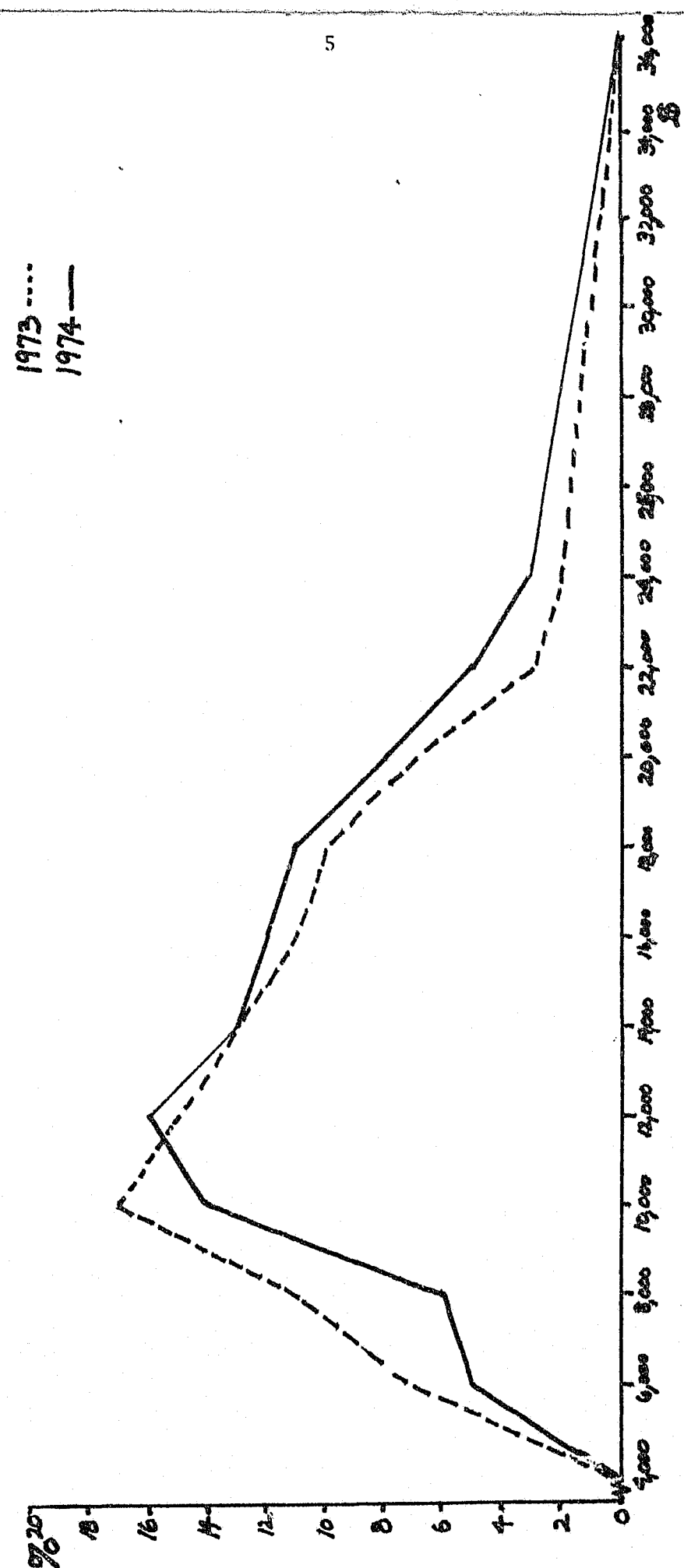


FIGURE III: Top Department Salaries

patrol, 10 percent increase for highest-within-the-patrol rank, and 12 percent for top department salary.

#### Do Salaries Vary From One Region to Another?

Table I presents the salary distribution over four regions of the United States. Notable is the large proportion of agencies in the South-Southwest having lower salary classes, as well as the change in the distribution since 1973. The proportion of agencies in the South-Southwest whose top-basic-rank salary is within the highest class is now comparable to proportions of Midwest and Northeast agencies.

The Mountain-West is distinguished by the proportion of agencies whose salaries fall within the higher categories for 1973 and 1974.

Differences between beginning and top-basic-rank salaries paid by an agency also vary by region. The median difference in 1974 for all agencies was \$1,620, with the median difference in the Mountain-West and Northeast being larger, and in the South-Southwest and Midwest, smaller. The 1973 median difference in basic rank salaries was \$1,410, with the same regional variation. (Note Table II.) Median increases in entry-level patrol salaries between 1973 and 1974 range from a 10 percent increase in the South-Southwest to a 14 percent increase in the Midwest. An 11 percent increase in entry patrol salaries was noted for all agencies generally.

#### Does the Salary Distribution Vary With the Size of the Metropolitan Area?

The largest metropolitan areas have the largest proportion of agencies in the highest salary categories. Table III enables one to consider the differences. For each salary -- beginning patrol, top-within-patrol, and top department -- proportionally more agencies in metropolitan

areas having between 500,000 and 1.5 million population pay salaries in the upper two salary classes. But it is not in the smallest metropolitan areas -- those of 50,000 to 125,000 population -- that proportionally more agencies pay salaries in the two lowest brackets. Rather, it is in the metropolitan areas of 125,000 to 250,000 population that proportionally more agencies pay in the lowest two categories. Nevertheless, median salaries are consistently highest among agencies in metropolitan areas of more than one-half million population.

#### Do the Distributions of Salaries Among Metropolitan Areas of Varying Sizes Differ from One Geographic Region to Another?

This general salary pattern does, however, change from one part of the country to another.

In the Northeast, the largest and smallest metropolitan areas both have relatively high salary levels. In the Mountain-West, metropolitan areas of more than 250,000 (including the classes of 250,000-500,000 and 500,000-1.5 million) have salary distributions skewed toward the upper end. Midwestern agencies in areas of more than one-half million population also have consistently higher salary distributions, although, depending on the salary, other population classes also do. Areas of between a quarter to one-half million in the South-Southwest are weighted more heavily in the upper salary ranges than are other population categories. Table IV examines this relation.

#### Does the Salary Distribution Vary with the Size of the Jurisdiction?

Jurisdictions of fewer than 5,000 residents were found to have the lowest salary distributions in all cases. But the largest jurisdictions were not always the highest paying ones: although top department salaries were more frequently highest in jurisdictions of more than

100,000 population, entry and top-basic-rank salaries were higher more frequently in jurisdictions of 25,000 to 100,000. (See Table V.)

Jurisdictions of fewer than 5,000 residents are, in addition, more frequently in the lower salary classes in each of four geographic regions of the United States. The distribution of low salaries among small jurisdictions is particularly pronounced in the South-Southwest, where nearly one-half the agencies serving jurisdictions of no more than 5,000 residents paid 1974 entry patrol salaries of \$7,000 or less, and top salaries within the basic rank of \$8,000 or less. (See Table VI.)

#### Does the Salary Distribution Vary With Departmental Characteristics?

The distribution of salaries also differs by the number of full-time sworn officers employed. For each salary, both in 1973 and 1974, agencies having 150 or more full-time sworn officers were apt to offer higher salaries. Agencies having 50 to 150 full-time officers had a similar distribution. Although the distribution for agencies of 25 to 50 members was less markedly weighted on the high end, it was significantly different from that of smaller agencies. Table VII describes the data.

Departments were also considered according to what percent of their total manpower was civilian. When civilian employees constituted up to 10 percent of the department's total personnel, the salary distribution included more departments in the two highest salary categories. But agencies with no civilian employees had salaries concentrated at the low end. Table VIII presents additional information.

In some instances, a large number of volunteer officers are associated with an agency. We looked at the proportion of volunteers to total department manpower as a way of standardizing the amount of

voluntary effort. A consistent pattern was found: agencies where the volunteer complement was 25 percent or less of the departmental manpower had higher salary distributions; and departments where the volunteer corps was larger than the employed personnel had lower salary distributions. Table IX summarizes the findings.

#### Does the Salary Distribution Vary with Departmental Policies?

Education requirements for entry to a department's roster are often formally stated. As may be expected, agencies that require more than a high school education are more likely than agencies having lower requirements to offer higher beginning and top-within-the-basic-rank salaries. Agencies that require only a high school education are likely to offer higher patrol salaries than are agencies with lower entry education requirements. This information is presented in Table X.

Residency requirements are also a part of some agencies' entry requirements. We divided departments into those having no requirement, those having a requirement that was not enforced, and those having a requirement to live within the jurisdiction. We examined the salary distributions of each group (Table XI). Where the residency requirement is enforced, the salary distribution is likely to be lower than where there is no residency requirement at all; agencies having no residency requirement have the highest salary distribution. Agencies with the lowest salary distribution are those where an existing residency requirement is not enforced. About 15 percent of agencies in all four geographic regions enforce residency requirements.

Civil service-type programs affect hiring in approximately 40 percent of the departments surveyed. For both patrol salaries covered, the higher distribution of salaries belonged to agencies with civil

service-type hiring. Agencies in the Mountain-West were most apt to have such a program (more than half did); South-Southwestern agencies were least likely (one-quarter had a civil service-type program). Table XII provides information on the salary-civil service relationship.

Another characteristic within some agencies is the presence of an association to bargain collectively for salaries, working conditions, or other benefits. Proportionally more agencies in the higher salary classes and fewer agencies in the lower salary classes have such associations. (See Table XIII.) Slightly more than half of the agencies in the Northeast had unionized personnel. Elsewhere this percentage was lower: South-Southwest, 10 percent; Midwest, 23 percent; Mountain-West, 38 percent.

#### Does the Form of Overtime Compensation Vary From One Region to Another?

The ways departments provide overtime compensation to their officers ranged from no compensation to double-time pay (only one case was recorded) to schemes where several alternatives were provided.<sup>3</sup> In the Northeast, time-and-a-half pay is offered by half of the agencies surveyed. In the Midwest, approximately one-quarter of the agencies fall within each of three categories: no compensation, time-and-a-half, and compensating by time-off. In the South-Southwest, approximately one-fourth of the departments give no compensation. (Table XIV.)

#### Does Form of Overtime Compensation Vary With the Size of the Metropolitan Area?

Agencies that do not compensate their officers for overtime work are

less likely to be found in metropolitan areas having more than 250,000 residents than in metropolitan areas of less than 250,000. But in metropolitan areas of all sizes, slightly more than one-third of all police agencies interviewed paid officers time-and-a-half. Areas having more than 500,000 population more frequently included agencies whose overtime policy allowed a choice among alternative compensation methods (Table XV).

#### Does the Form of Overtime Compensation Vary With the Size of the Jurisdiction?

For all sized jurisdictions, the most common form of overtime compensation was time-and-a-half pay. Jurisdictions of less than 5,000 and more than 100,000 residents were less likely to compensate their officers for overtime; the largest jurisdictions were also more likely than others to give time-off for overtime hours. (See Table XVI.)

#### Does the Form of Overtime Compensation Vary With the Size of Department?

Considering overtime policy in relation to number of full-time sworn officers agencies employ (Table XVII), one finds that 40 percent or more of all agencies employing five or more full-time officers compensate for overtime work by paying time-and-a-half. The same approximate proportion of agencies -- 40 percent -- employing one to four full-time officers does not offer any compensation for overtime work. This is not unexpected, given the previous relationship with jurisdiction size.

#### What Is the Variation in Hourly Employment?

Not all agencies employ part-time officers; others are staffed entirely by part-time employees. Observing the distribution of departments employing part-time as well as full-time officers, one sees relatively more departments including part-time officers in metropolitan



areas of 125,000 to 500,000 than in larger metropolitan areas. Regionally, the Midwest shows a much larger proportion of departments hiring part-time officers than do other areas.

Agencies that employ only part-time officers are most likely to be found in metropolitan areas of 125,000 to 250,000 (40 percent) or of 250,000 to 500,000 (33 percent). Half of the agencies having only part-time personnel are located in the Midwest, with most of the remainder (37 percent) found in the Northeast.

Does the Hourly Wage Distribution for Part-Time Officers Vary With the Full-Time or Part-Time Status of the Department or With the Size of the Department?

Hourly wages for police agencies having only part-time personnel are slightly lower than those for agencies employing full-time officers. The median wage rate for part-time department officers, \$2.98 per hour, was close to the median paid by full-time departments employing part-time officers -- \$3 an hour. The distribution of wages paid by part-time departments was toward the low end, with 45 percent of all part-time departments paying an hourly wage of less than \$3 an hour. (See Table XVIII.)

Part-time officers employed in departments with more than 10 full-time officers were more likely to receive a higher hourly wage than were those employed in either smaller full-time departments or part-time departments. The small number of departments having more than 50 officers that hire any part-time policemen makes interpretation of data about these agencies questionable.

Does the Hourly Wage Distribution for Part-Time Officers Vary With Geographic Region, Metropolitan Area, or Jurisdiction Size?

The hourly wages paid to part-time patrol officers followed a pattern similar to that of patrol salaries. The distribution of hourly wages

among Western agencies was higher than those in other regions; the South-Southwest was distinguished by the low hourly wages paid by a number of the agencies surveyed.

Wages for part-time officers are more likely to be on the high end of the distribution in the smallest metropolitan areas (50,000 to 125,000 population) and in largest (500,000 to 1.5 million). In areas of 125,000 to 250,000, the majority of agencies paid their part-time officers less than \$3 an hour.

Although jurisdictions of more than 25,000 residents are less likely than smaller jurisdictions to have part-time officers on their police force, the hourly wage paid part-time officers is more likely to be higher. For agencies in jurisdictions of all sizes, the more frequently occurring hourly wage is between \$3.00 and \$3.99 an hour.

(Tables XIX, XX, and XXI describe these relations.)

Key Findings and Their Relation to Policy Recommendations

The distribution of police salaries among departments in different regions and differently sized metropolitan areas shows that salaries are generally highest in the Mountain-West and in the largest metropolitan areas. They are frequently lowest in the South-Southwest and in the smallest departments and smallest jurisdictions. A set of summary statistics, Table XXII, shows variations in salary relationships.

Other characteristic relationships are a tendency for salary distributions to be higher where civilian manpower is found within a department and where the education requirements for entry are high. Higher salaries were also found with civil service programs, unions, and no residency requirement. A large volunteer force, relative to department size, was an attribute of lower rather than higher salary distribution.

Hourly wages for part-time police employees were highest in the Mountain-West, in departments having more than 10 full-time officers, and in jurisdictions of more than 25,000.

Returning to earlier statements on police salary levels, we are able to consider policy recommendations in light of our data. For instance, the National Advisory Commission cites Commissioner Patrick V. Murphy and others as advocating a starting salary for police officers of \$10,000 a year.<sup>4</sup> Our data collected from agencies in 80 medium-sized metropolitan areas indicate this level has been met by one-fifth the departments surveyed. Regional variation is striking: 20 percent of the Northeast and Midwest agencies, 40 percent of Mountain-West agencies, and only 5 percent of South-Southwestern agencies paid new officers \$10,000 or more in 1974.

The Commission also notes that in 1972 seven-eighths of police officers employed by jurisdictions of more than 100,000 residents were beginning their police careers with salaries below the advocated level.<sup>5</sup> The situation has evidently changed, at least for cities included in our study: entry-level salaries for 23 percent of the agencies serving jurisdictions of 100,000 to 250,000 were at least \$10,000 in 1974.

For larger cities, 44 percent of the agencies paid an entry salary of at least \$10,000. An Urban Data Service study, cited by the Commission,<sup>6</sup> reports that in 1971 the median starting salary in cities of less than 100,000 was approximately \$7,500. Our data show this median salary to be \$8,500 in 1974.

A final issue, that of an appropriate salary schedule, considers ways to offer sufficient incentive within the basic rank. This would allow pay increases for merit, without the necessity for promotion. The 1971

report found a difference between the entry-level patrol salary and the maximum within that rank to be about \$1,000 in what that study called small cities. The median difference in our study was \$1,660 overall, and \$1580 for cities of less than 100,000 population. As of December, 1973, the median overall intra-rank difference was \$1410, and for jurisdictions less than 100,000 population, \$1,300.

TABLE 1

Region	(N)	Percent of Local Direct Service Producers Paying 1973 Entry Patrol Salaries of:					
		\$6000 or less	\$6001- \$7000	\$7001- \$8000	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$15,000
All Local Direct Service Producers	(738)	17	14	24	23	14	7
Northeast	(200)	5	10	27	31	21	6
Midwest	(136)	8	6	24	34	21	7
South- Southwest	(293)	33	23	24	15	5	-
Mountain- West	(109)	7	12	25	17	14	24

Region	(N)	Percent of Local Direct Service Producers Paying 1973 Top-Basic-Rank Salaries of:					
		\$6000 or less	\$6001- \$8000	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000
All Local Direct Service Producers	(746)	8	22	32	26	11	1
Northeast	(215)	2	16	28	34	20	1
Midwest	(148)	7	12	47	29	5	-
South- Southwest	(267)	15	37	30	16	1	-
Mountain- West	(116)	3	11	27	32	25	3

Region	(N)	Percent of Local Direct Service Producers Paying 1973 Top Department Salaries of:					
		\$8000 or less	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000	\$20,001- \$36,000
All Local Direct Service Producers	(721)	21	17	14	19	21	8
Northeast	(232)	16	20	10	22	26	6
Midwest	(133)	17	17	24	21	18	3
South- Southwest	(271)	27	20	14	16	16	7
Mountain- West	(86)	7	11	17	15	27	24

TABLE 1 (continued)

Region	(N)	Percent of Local Direct Service Producers Paying 1974 Entry Patrol Salaries of:					
		\$6000 or less	\$6001- \$7000	\$7001- \$8000	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$15,000
All Local Direct Service Producers	(799)	8	10	20	23	21	17
Northeast	(228)	2	6	16	28	29	19
Midwest	(151)	5	3	18	27	27	20
South- Southwest	(306)	15	20	26	20	14	4
Mountain- West	(114)	4	6	18	19	12	41

Region	(N)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000
All Local Direct Service Producers	(841)	16	16	13	27	23	2
Northeast	(254)	11	10	12	30	35	1
Midwest	(161)	11	15	19	40	14	1
South- Southwest	(298)	33	24	14	20	9	1
Mountain- West	(128)	9	12	7	22	44	6

Region	(N)	Percent of Local Direct Service Producers Paying 1974 Top Department Salaries of:					
		\$5000 or less	\$5001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000	\$20,001- \$30,000
All Local Direct Service Producers	(756)	12	14	15	20	24	14
Northeast	(245)	12	13	16	19	30	11
Midwest	(150)	13	15	17	25	20	9
South- Southwest	(272)	14	19	17	19	20	12
Mountain- West	(89)	6	6	12	23	21	32

Notes: Percent could be percent due to rounding off figures.

TABLE II

Region	Median Differences in Salaries:			
	between an agency's beginning & top-basic-rank		between 1973 entry and 1974 entry salaries, all agencies	
	1974	1973	absolute	percent
Overall	1620 (22%)	1410 (23%)	630	10.8
Northeast	2000 (30%)	1833 (30%)	593	12.3
North Central	1200 (21%)	900 (22%)	600	13.9
South- Southwest	1200 (17%)	1000 (18%)	600	10.0
Mountain- West	2256 (22%)	2016 (22%)	756	9.8

Table III  
(1973)

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying 1973 Entry Patrol Salaries of:					
		\$6000 or less	\$6001-\$7000	\$7001-\$8000	\$8001-\$9000	\$9001-\$10,000	\$10,001-\$15,000
All Local Direct Service Producers	(814)	17	14	25	23	14	7
50,000-125,000	(77)	10	20	30	30	8	3
125,001-250,000	(180)	23	18	28	18	9	3
250,001-500,000	(236)	18	14	29	20	11	8
500,001-1,500,000	(321)	14	11	20	27	20	9

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying 1973 Top-Basic-Rank Salaries of:					
		\$6000 or less	\$6001-\$8000	\$8001-\$10,000	\$10,001-\$12,000	\$12,001-\$15,000	\$15,001-\$20,000
All Local Direct Service Producers	(746)	8	22	32	26	11	1
50,000-125,000	(70)	4	21	49	24	1	-
125,001-250,000	(151)	12	32	33	20	3	-
250,001-500,000	(221)	7	25	33	24	10	1
500,001-1,500,000	(304)	8	15	28	31	17	1

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying 1973 Top Department Salaries of:					
		\$8000 or less	\$8001-\$10,000	\$10,001-\$12,000	\$12,001-\$15,000	\$15,001-\$20,000	\$20,001-\$36,000
All Local Direct Service Producers	(783)	19	18	16	18	21	8
50,000-125,000	(73)	22	14	15	23	23	3
125,001-250,000	(174)	32	22	8	16	18	4
250,001-500,000	(243)	20	22	17	16	17	8
500,001-1,500,000	(293)	10	14	18	21	25	12

cont'd

Table III (1974)

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying 1974 Entry Patrol Salaries of:					
		\$6000 or less	\$6001-\$7000	\$7001-\$8000	\$8001-\$9000	\$9001-\$10,000	\$10,001-\$15,000
All Local Direct Service Producers	(900)	8	10	21	23	20	18
50,000-125,000	(37)	8	13	30	24	17	8
125,001-250,000	(202)	15	11	25	26	14	9
250,001-500,000	(260)	4	11	21	25	18	20
500,001-1,500,000	(351)	6	9	15	20	26	23

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001-\$9000	\$9001-\$10,000	\$10,001-\$12,000	\$12,001-\$15,000	\$15,001-\$20,000
All Local Direct Service Producers	(841)	18	16	13	27	23	2
50,000-125,000	(77)	22	22	17	29	10	-
125,001-250,000	(177)	27	23	13	29	8	-
250,001-500,000	(253)	14	15	19	30	20	2
500,001-1,500,000	(334)	16	12	8	24	36	3

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying 1974 Top Departmental Salaries of:					
		\$8000 or less	\$8001-\$10,000	\$10,001-\$12,000	\$12,001-\$15,000	\$15,001-\$20,000	\$20,001-\$36,000
All Local Direct Service Producers	(843)	12	14	16	21	23	14
50,000-125,000	(82)	17	18	15	20	22	8
125,001-250,000	(182)	22	24	9	16	18	10
250,001-500,000	(261)	10	12	23	23	21	12
500,001-1,500,000	(318)	6	10	15	22	29	19

\*Rows may not equal 100 percent due to round-off error.

Table IV

Region & SMSA Size	(N) (936)	Percent of Local Direct Service Producers in Metropolitan Areas of Varying Sizes in Four Regions Paying 1974 Entry Salaries of:					
		\$6000 or Less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
Northeast							
50,000 - 125,000	(12)	--	--	8	33	50	8
125,001 - 250,000	(57)	7	18	18	30	21	7
250,001 - 500,000	(78)	--	5	24	36	19	15
More than 500,000	(110)	1	1	10	20	39	29
Midwest							
50,000 - 125,000	(22)	9	32	41	18	--	--
125,001 - 250,000	(53)	32	15	30	21	2	--
250,001 - 500,000	(118)	7	22	24	20	18	9
More than 500,000	(137)	15	20	24	20	18	3
South - Southwest							
50,000 - 125,000	(42)	7	7	24	29	19	16
125,001 - 250,000	(52)	6	6	30	21	25	15
250,001 - 500,000	(21)	14	--	29	33	19	5
More than 500,000	(75)	--	1	7	27	35	31
Mountain - West							
50,000 - 125,000	(12)	8	17	50	17	8	--
125,001 - 250,000	(51)	6	6	26	31	14	18
250,001 - 500,000	(53)	--	--	8	17	15	60
More than 500,000	(43)	9	7	12	9	5	58

Region and Metropolitan Size	(N) (873)	Percent of Local Direct Service Producers in Metropolitan Areas of Varying Sizes in Four Regions Paying 1974 Top- Basic-Rank Salaries of:					
		\$8000 or Less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
Northeast							
50,000 - 125,000	(11)	9	9	--	54	27	--
125,001 - 250,000	(56)	23	12	16	45	4	--
250,001 - 500,000	(78)	9	18	26	35	15	1
More than 500,000	(111)	4	4	2	19	68	2
Midwest							
50,000 - 125,000	(39)	20	18	20	31	10	--
125,001 - 250,000	(48)	23	19	12	31	12	2
250,001 - 500,000	(21)	14	14	29	38	5	--
More than 500,000	(64)	2	8	19	47	22	3
South - Southwest							
50,000 - 125,000	(20)	30	30	30	10	--	--
125,001 - 250,000	(46)	50	30	13	6	--	--
250,001 - 500,000	(110)	23	21	16	26	13	1
More than 500,000	(129)	33	20	10	24	12	1
Mountain - West							
50,000 - 125,000	(8)	25	38	--	25	12	--
125,001 - 250,000	(37)	8	19	16	30	27	--
250,001 - 500,000	(53)	2	4	4	26	57	6
More than 500,000	(42)	17	10	2	5	48	19

\*Rows may not equal 100 percent due to round-off error.



Table V r  
(1973)

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Paying 1973 Entry Patrol Salaries of:					
		\$6000 or less	\$6001- \$7000	\$7001- \$8000	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$15,000
All Local Direct Service Producers	(814)	17	14	25	23	14	7
0-2500	(280)	31	21	25	15	5	4
2501-5000	(125)	22	18	35	18	6	1
5001-10,000	(114)	5	13	28	32	16	5
10,001-25,000	(104)	6	5	12	38	28	11
25,001-50,000	(48)	4	-	12	35	29	19
50,001-100,000	(69)	4	14	23	19	22	17
100,000-250,000	(46)	6	2	41	24	17	9
More than 250,000	(28)	-	11	21	25	25	18

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Paying 1973 Top-Basic-Rank Salaries of:					
		\$6000 or less	\$6001- \$8000	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,000- \$20,000
All Local Direct Service Producers	(746)	8	22	32	26	11	1
0-2500	(252)	19	35	30	13	3	-
2501-5000	(107)	9	29	47	11	4	-
5001-10,000	(105)	-	21	35	30	14	-
10,001-25,000	(101)	1	7	25	44	24	-
25,001-50,000	(43)	-	2	14	51	30	2
50,001-100,000	(69)	-	12	42	26	19	1
100,001-250,000	(42)	5	12	26	57	-	-
More than 250,000	(27)	-	4	26 30	44	18	4

Table V (continued, 1973)

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Paying 1973 Top Department Salaries of:					
		\$8000 or less	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000	\$20,001- \$36,000
All Local Direct Service Producers	(783)	19	18	16	18	21	8
0-2500	(297)	40	25	18	10	6	1
2501-5000	(117)	19	38	24	16	3	-
5001-10,000	(99)	4	17	24	33	21	-
10,001-25,000	(99)	-	4	10	32	46	7
25,001-50,000	(40)	2	-	2	25	38	32
50,001-100,000	(64)	-	5	5	17	45	28
100,001-250,000	(42)	5	2	2	24	48	19
More than 250,000	(25)	-	-	-	4	36	60

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Paying 1974 Entry Patrol Salaries of:					
		\$6000 or less	\$6001- \$7000	\$7001- \$8000	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$15,000
All Local Direct Service Producers	(900)	8	10	21	23	20	18
0-2500	(321)	17	17	23	26	9	9
2501-5000	(129)	7	12	36	22	16	6
5001-10,000	(126)	2	6	15	29	32	17
10,001-25,000	(121)	2	7	6	18	42	26
25,001-50,000	(46)	-	2	4	22	22	50
50,001-100,000	(76)	1	6	27	16	20	30
100,001-250,000	(51)	4	2	23	31	17	23
More than 250,000	(30)	-	3	13	13	23	47

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000
All Local Direct Service Producers	(841)	18	16	13	27	23	2
0-2500	(289)	32	27	14	16	9	1
2501-5000	(120)	24	23	22	22	8	-
5001-10,000	(121)	10	7	16	36	31	-
10,001-25,000	(119)	6	4	3	41	42	3
25,001-50,000	(42)	2	-	5	26	62	5
50,001-100,000	(74)	7	15	20	23	30	5
100,001-250,000	(47)	11	11	-	55	23	-
More than 250,000	(29)	3	-	14	28	45	10

Table V (Continued, 1974)

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Paying 1974 Top Department Salaries of:					
		\$8000 or less	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000	\$20,001- \$36,000
All Local Direct Service Producers	(843)	12	14	16	21	23	14
0-2500	(324)	26	26	20	16	8	2
2501-5000	(127)	9	19	32	31	9	-
5001-10,000	(107)	1	8	16	33	39	4
10,001-25,000	(108)	-	2	7	21	53	17
25,001-50,000	(39)	-	-	-	23	28	49
50,001-100,000	(66)	-	3	4	12	35	46
100,001-250,000	(45)	4	-	2	16	44	33
More than 250,000	(27)	-	-	-	-	18	82

\*Rows may not equal 100 percent due to round-off error.

Table VI

Region and Jurisdiction Size	(N) (936)	Percent of Local Direct Service Producers with Jurisdictions of Varying Sizes in Four Regions Paying 1974 Entry Salaries of:					
		\$6000 or Less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
Northeast							
Less than 5000	(89)	6	10	33	32	14	7
5001 - 25,000	(122)	--	5	9	25	38	23
25,001 - 100,000	(35)	--	--	3	29	40	29
More than 100,000	(11)	--	--	--	27	27	46
Midwest							
Less than 5000	(95)	6	6	30	33	18	7
5001 - 25,000	(44)	2	--	2	27	48	20
25,001 - 100,000	(25)	--	4	16	8	24	48
More than 100,000	(27)	7	--	11	18	26	37
South - Southwest							
Less than 5000	(209)	22	26	26	18	6	2
5001 - 25,000	(61)	3	15	18	18	38	7
25,001 - 100,000	(39)	5	16	34	26	8	10
More than 100,000	(36)	3	6	31	28	22	11
Mountain - West							
Less than 5000	(86)	8	9	17	28	10	27
5001 - 25,000	(30)	--	3	17	10	20	50
25,001 - 100,000	(31)	--	--	13	6	10	71
More than 100,000	(14)	--	--	21	14	7	57

Region and Jurisdiction Size	(N) (873)	Percent of Local Direct Service Producers with Jurisdictions of Varying Sizes in Four Regions, Paying 1974 Highest-Basic-Rank Salaries of:					
		\$8000 or Less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
Northeast							
Less than 5000	(88)	23	24	22	18	12	1
5001 - 25,000	(122)	5	5	7	34	48	1
25,001 - 100,000	(35)	--	--	9	34	54	3
More than 100,000	(11)	--	--	--	73	27	--
Midwest							
Less than 5000	(84)	20	20	25	19	7	--
5001 - 25,000	(41)	5	--	10	63	20	2
25,001 - 100,000	(23)	4	--	26	35	26	9
More than 100,000	(25)	12	4	4	60	20	--
South - Southwest							
Less than 5000	(182)	43	28	15	13	3	--
5001 - 25,000	(58)	15	12	9	43	17	--
25,001 - 100,000	(35)	15	29	31	11	11	--
More than 100,000	(35)	12	9	9	34	29	6
Mountain - West							
Less than 5000	(73)	18	16	7	27	30	1
5001 - 25,000	(28)	--	7	14	21	46	11
25,001 - 100,000	(29)	--	3	--	14	69	14
More than 100,000	(12)	--	8	--	8	67	17

\*Rows may not equal 100 percent due to round-off error.

TABLE VII (1973)

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Paying 1973 Entry Patrol Salaries of:					
		\$6000 or less	\$6001- \$7000	\$7001- \$8000	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$15,000
All Local Direct Service Producers	(868)	17	15	24	23	14	8
1-4	(171)	31	26	26	13	2	2
5-10	(241)	21	18	29	22	8	3
11-20	(140)	12	13	24	30	16	6
21-50	(152)	10	7	17	30	24	12
51-150	(99)	3	6	24	24	26	16
More than 150	(59)	2	7	24	24	24	20

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Paying 1973 Top-Basic-Rank Salaries of:					
		\$6000 or less	\$6001- \$8000	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000
All Local Direct Service Producers	(798)	8	22	32	26	11	1
1-4	(147)	24	41	29	4	3	-
5-10	(217)	8	33	37	18	3	1
11-20	(130)	3	18	37	28	13	-
21-50	(144)	1	10	26	42	21	-
51-150	(95)	-	6	30	38	24	2
More than 150	(59)	2	2	25	52	15	3

Table VII (Continued, 1973)

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Paying 1973 Top Department Salaries of:					
		\$8000 or less	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000	\$20,000- \$36,000
All Local Direct Service Producers	(833)	19	17	15	19	21	8
1-4	(198)	48	35	12	6	1	-
5-10	(207)	15	28	33	18	6	-
11-20	(117)	3	12	20	39	24	2
21-50	(133)	1	2	5	35	52	5
51-150	(89)	-	1	3	12	44	39
More than 150	(56)	2	-	4	7	39	48

TABLE VII (Continued, 1974)

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Paying 1974 Entry Patrol Salaries of:					
		\$6000 or less	\$6001- \$7000	\$7001- \$8000	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$15,000
All Local Direct Service Producers	(945)	8	10	20	23	20	18
1-4	(186)	16	19	31	23	6	5
5-10	(252)	8	13	25	27	17	11
11-20	(155)	4	10	15	28	27	16
21-50	(170)	4	8	12	18	32	26
51-150	(110)	3	2	14	21	24	36
More than 150	(65)	2	-	15	20	25	38

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001- \$9000	\$9001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000
All Local Direct Service Producers	(881)	18	16	13	27	24	2
1-4	(165)	43	29	14	8	6	-
5-10	(233)	23	20	17	29	10	1
11-20	(145)	11	12	15	32	30	-
21-50	(164)	6	9	8	34	40	3
51-150	(103)	5	8	13	27	42	6
More than 150	(64)	2	3	8	42	38	8



Table VII (Continued, 1974)

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Paying 1974 Top Department Salaries of:					
		\$8000 or less	\$8001- \$10,000	\$10,001- \$12,000	\$12,001- \$15,000	\$15,001- \$20,000	\$20,001- \$36,000
All Local Direct Service Producers	(868)	12	14	16	21	24	14
1-4	(199)	30	33	25	11	1	-
5-10	(211)	4	18	27	38	12	-
11-20	(128)	2	6	15	34	38	7
21-50	(143)	1	1	5	20	57	17
51-150	(96)	-	-	3	8	35	53
More than 150	(58)	2	-	-	3	26	69

\*Rows may not equal 100 percent due to round-off error.

TABLE VIII

Percent of Total Department Manpower Civilian	(N)  (900)	Percent of Local Direct Service Producers Paying 1974 Entry Level Salaries of:					
		\$6000 or less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
Zero	(327)	14	16	24	24	13	10
1 - 10	(123)	2	9	11	24	30	25
11 - 25	(269)	4	7	17	5	24	23
26 - 100	(131)	7	7	26	20	22	18

Percent of Total Department Manpower Civilian	(N)  (841)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
Zero	(300)	31	22	15	17	14	--
1 - 10	(115)	7	13	4	36	37	5
11 - 25	(254)	9	13	15	31	30	2
26 - 100	(172)	17	13	15	34	20	2

Percent of Total Department Manpower Civilian	(N)  (843)	Percent of Local Direct Service Producers Paying 1974 Top Department Salaries of:					
		\$8000 or less	\$8001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$36,000
Zero	(352)	25	25	21	17	10	1
1 - 10	(106)	--	5	6	19	53	18
11 - 25	(232)	1	6	13	19	34	27
25 - 100	(153)	6	9	16	33	16	20

\*Rows may not equal 100 percent due to round-off error.

TABLE IX

Volunteers as a Percent of Total Department Manpower	(N)  (845)	Percent of Local Direct Service Producers Paying 1974 Entry Salaries of:					
		\$6000 or less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
Zero	(510)	10	12	20	25	19	15
1 - 25	(95)	1	3	13	24	27	32
26 - 100	(167)	5	10	21	20	23	22
More than 100%	(73)	8	12	32	26	15	7

Volunteers as a Percent of Total Department Manpower	(N)  (738)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
Zero	(469)	20	18	16	25	21	1
1 - 25	(90)	3	11	7	38	38	3
26 - 100	(153)	18	11	12	28	27	4
More than 100%	(71)	27	25	10	22	16	--

Volunteers as a Percent of Total Department Manpower	(N)  (793)	Percent of Local Direct Service Producers Paying 1974 Top Department Salaries of:					
		\$5000 or less	\$8001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$36,000
Zero	(490)	16	16	17	21	19	9
1 - 25	(95)	--	2	7	9	33	48
26 - 100	(148)	4	8	14	27	34	15
More than 100%	(75)	11	27	21	21	19	1

\*Rows may not equal 100 percent due to round-off error.

TABLE X

Education Requirements for Entry	(N) (881)	Percent of Local Direct Service Producers Paying 1974 Entry Salaries of:					
		\$6000 or less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
No Requirement or less than High School	(63)	22	13	25	22	7	10
High School or G.E.D.	(766)	6	11	21	23	22	16
More than High School	(47)	--	--	13	23	11	53

Median, no requirement or less than high school: \$7500  
 Median, high school or G.E.D.: \$8500  
 Median, more than high school: \$10,800

Education Requirements for Entry	(N) (826)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
No Requirement or less than High School	(56)	45	20	7	16	11	2
High School or G.E.D.	(725)	18	16	14	28	24	1
More than High School	(45)	--	7	9	22	47	16

Median, no requirement or less than high school: \$8,110  
 Median, high school or G.E.D.: \$10,200  
 Median, more than high school: \$12,650  
 \*Rows may not equal 100 percent due to round-off error.

TABLE XI

Residency Requirements	(N) (776)	Percent of Local Direct Service Producers Paying 1974 Entry Salaries of:					
		\$6000 or less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
No Requirement	(632)	7	8	18	25	22	20
Requirement, but not Enforced	(27)	11	22	22	26	11	7
Requirement Enforced	(117)	5	15	29	22	17	11

Median, no requirement: \$3750  
Median, not enforced: \$7800  
Median, requirement enforced: \$8020

Residency Requirements	(N) (725)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
No Requirement	(597)	15	15	13	28	28	2
Requirement, but Not Enforced	(23)	30	15	17	30	9	--
Requirement Enforced	(105)	24	17	18	30	9	3

Median, no requirement: \$10,640  
Median, not enforced: \$2500  
Median, requirement enforced: \$9670

\*Rows may not equal 100 percent due to round-off error.

TABLE XII

Hiring under Civil Service- Type Programs	(N)  (829)	Percent of Local Direct Service Producers Paying 1974 Entry Salaries of:					
		\$6000 or less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
Yes	(359)	2	6	14	23	25	29
No	(470)	11	13	26	24	17	9

Median, with program: \$8210

Median, with no program: \$8000

Hiring under Civil Service- Type Programs	(N)  (772)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$3000 or less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 - \$20,000
Yes	(346)	7	11	13	34	31	4
No	(426)	25	21	15	22	18	--

Median, with program: \$11,180

Median, with no program: \$9,280

\*Rows may not equal 100 percent due to round-off error.

TABLE XIII

Existence of Collective Bargaining Unit	(N)  (888)	Percent of Local Direct Service Producers Paying 1974 Entry Salaries of:					
		\$6000 or less	\$6001 - \$7000	\$7001 - \$8000	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$15,000
Yes	(507)	1	3	10	24	32	31
No	(581)	11	14	26	23	15	10

Median, with Collective Bargaining Unit: \$9460

Median, with No Collective Bargaining Unit: \$7990

Existence of Collective Bargaining Unit	(N)  (828)	Percent of Local Direct Service Producers Paying 1974 Top-Basic-Rank Salaries of:					
		\$8000 or less	\$8001 - \$9000	\$9001 - \$10,000	\$10,001 - \$12,000	\$12,001 - \$15,000	\$15,001 \$20,000
Yes	(304)	5	5	11	34	41	4
No	(524)	26	23	14	23	13	1

Median, with Collective Bargaining Unit: \$11,640

Median, with No Collective Bargaining Unit: \$9,060

\*Rows may not equal 100 percent due to round-off error.

TABLE XIV

Region	(N)	Percent of Local Direct Service Producers Compensating for Overtime by:					
		Not Compensating	Regular Pay	Time and a Half	Compensating Time Off	Either Regular Pay or Compnstg. Time Off	Other
All Local Direct Service Producers	(926)	21	14	37	15	5	8
Northeast	(259)	13	18	51	10	5	3
Mid-west	(205)	27	14	28	23	2	6
South- Southwest	(313)	26	16	35	14	5	5
Mountain- West	(144)	14	4	31	16	8	27

\*Rows may not equal 100 percent due to round-off error.



TABLE XV

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Compensated for Overtime by:					
		Not Compen- sating	Regular Pay	Time and a Half	Compensa- ting Time Off	Either Regular Pay or Comp. Time Off	Other
All Local Direct Service Producers	(926)	21	14	37	15	5	8
50,000-125,000	(93)	29	13	37	12	1	3
125,001-250,000	(237)	28	9	37	17	2	6
250,001-500,000	(277)	14	17	40	14	7	7
500,001- 1,500,000	(319)	18	15	35	15	5	12

\*Rows may not equal 100 percent due to round-off error.

TABLE XVI

Size of Jurisdiction	(N)	Percent of Local Direct Service Producers Compensation for Overtime by:					
		Not Compensating	Regular Pay	Time and a Half	Compensating Time Off	Either Regular Pay or Comp. Time Off	Other
All Local Direct Service Producers	(926)	21	14	57	15	5	8
0-2500	(355)	52	15	56	10	5	4
2501-5000	(155)	19	20	72	19	4	5
5001-10,000	(122)	12	17	35	18	8	10
10,001-25,000	(105)	3	12	48	18	5	8
25,001-50,000	(46)	11	11	46	6	6	20
50,001-100,000	(79)	11	13	44	15	5	14
100,001-250,000	(53)	13	9	36	28	6	8
More than 250,000	(30)	30	3	20	20	7	20

\* Rows may not equal 100 percent due to round-off error.

TABLE XVII

Number of Full-Time Sworn Officers	(N)	Percent of Local Direct Service Producers Compensa for Overtime by:					
		Not Compensating	Regular Pay	Time and a half	Compensating time off	Either Regular Pay or Comp. Time Off	Other
All Local Direct Service Producers	(926)	21	15	37	15	5	8
None	(31)	34	15	5	--	-	-
1-4	(201)	42	20	21	15	2	1
5-10	(242)	14	14	40	19	7	6
11-20	(137)	15	15	46	12	6	9
21-50	(149)	7	12	45	20	3	13
51-150	(105)	10	11	48	10	8	14
More than 150	(61)	10	8	43	20	5	15

\* Rows may not equal 100 percent due to round-off error.

TABLE XVIII

No. of FT Sworn Officers	(N) (215)	Percent of Local Direct Service Producers Paying Part Time Officers Hourly Wages of:				
		\$1.00- \$1.99	\$2.00- \$2.99	\$3.00- \$3.99	\$4.00- \$4.99	\$5.00- \$5.99
None	(47)	2	43	45	8	4
1-4	(79)	2	38	51	8	1
5-10	(41)	5	54	44	12	5
11-20	(23)	4	17	22	39	17
21-50	(15)	7	13	33	40	7
More than 50	(10)	10	30	40	10	10

Median Wage, PT departments: \$2.93

Median Wage, FT departments: \$3.00

\*Rows may not equal 100 percent due to round-off error.

TABLE XIX

Region	(N)	Percent of Local Direct Services Producers Pay Part-Time Officers Hourly Wages of:				
		\$1.00 - \$1.99	\$2.00 - \$2.99	\$3.00 - \$3.99	\$4.00 - \$4.99	\$5.00 - \$5.99
All Local Direct Service Producers	(249)	3	34	43	15	5
Northeast	(127)	2	37	48	10	3
Midwest	(21)	19	24	43	14	-
South-Southwest	(52)	4	36	36	19	4
Mountain- West	(15)	-	13	20	33	33

Median, Northeast: \$3.00  
 Median, Midwest: \$2.99  
 Median, South-Southwest: \$2.62  
 Median, Mountain-West: \$4.15

\*Rows may not equal 100 percent due to round-off error.

TABLE XX

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying Part-Time Officers Hourly Wages of:				
		\$1.00 - \$1.99	\$2.00 - \$2.99	\$3.00 - \$3.99	\$4.00 - \$4.99	\$5.00 - \$5.99
All Local Direct Service Producers	(249)	3	34	43	15	5
50,000-125,000	(24)	4	25	38	29	4
125,000-250,000	(78)	5	50	27	15	3
250,001-500,000	(85)	1	22	62	9	5
500,001-1,500,000	(62)	3	32	39	16	10

Median, 50,000-125,000: \$3.08

Median, 125,001-250,000: \$2.75

Median, 250,001-500,000: \$3.01

Median, 500,001-1,500,000: \$3.01

\*Rows may not equal 100 percent due to round-off error.

TABLE XXI

Size of Metropolitan Area	(N)	Percent of Local Direct Service Producers Paying Part-Time Officers Hourly Wages of:				
		\$1.00 - \$1.99	\$2.00 - \$2.99	\$3.00 - \$3.99	\$4.00 - \$4.99	\$5.00 - \$5.99
All Local Direct Service Producers	(260)	3	33	44	15	5
0-5000	(187)	2	35	46	12	5
5001-25,000	(57)	5	28	39	25	4
25,001-100,000	(7)	-	29	43	14	14
More than 100,000	(9)	11	22	33	22	11

Median, 0-5000: \$2.99  
 Median, 5001-25,000: \$3.24  
 Median, 25,001-100,000: \$3.08  
 Median, More than 100,000: \$3.06

\*Rows may not equal 100 percent due to round-off error.

Salary	Overall Median	Regions				SMSA Size				No. FT Sworn Officers						Agency Type				Jurisdiction Size			
		Northeast	Midwest	South-Southwest	Mountain West	50,000 - 125,000	125,001 - 250,000	250,001 - 500,000	500,000 - 1,500,000	1-4	5-10	11-20	21-50	51-150	7150	City	County	State	Other	Less than 5,000	5,001 25,000	25,0001 100,000	More than 100,000
Entry																							
1973	7,800	8,400	8,400	6,900	8,370	7,940	7,270	7,800	8,280	6,900	7,500	8,100	8,500	8,600	8,630	7,800	7,680	9,430	7,080	7,040	8,500	8,580	8,400
1974	8,500	9,000	9,000	7,500	9,230	8,230	8,060	8,500	9,000	7,500	8,300	8,800	9,170	9,580	9,500	8,700	8,110	9,730	7,800	7,800	9,240	9,340	9,180
Top-w/n-Basic-Rank																							
1973	9,320	10,500	9,460	8,120	10,500	9,000	8,540	9,400	10,000	7,500	8,540	9,680	10,500	11,000	10,660	9,400	9,320	12,580	8,450	8,100	10,340	10,740	10,350
1974	10,300	11,300	10,260	9,000	11,360	9,670	9,300	10,400	11,200	8,340	9,620	10,900	11,430	12,090	11,520	10,300	10,180	13,200	9,200	8,930	11,400	11,630	11,200
Top Department																							
1973	12,000	12,750	11,500	10,870	15,170	12,600	10,020	11,000	13,550	8,220	10,500	13,000	15,250	18,600	19,870	11,250	15,100	19,380	12,190	9,170	14,000	18,170	18,060
1974	13,500	14,000	12,520	12,500	16,670	12,600	11,600	13,000	15,000	9,500	12,100	15,000	16,540	20,000	23,500	12,910	16,590	17,230	14,000	16,500	15,730	19,990	20,300

\* Rows may not equal 100 percent due to round-off error.



FOOTNOTES

<sup>1</sup>Task Force on the Police, The President's Commission on Law Enforcement and the Administration of Justice, Task Force Report: The Police (1967), p. 135.

<sup>2</sup>See Chapter 2 of Patterns of Metropolitan Policing for a complete description of the study.

<sup>3</sup>Nineteen seventy-four amendments to the Fair Labor Standards Act required police officers to be compensated at time-and-a-half pay for hours worked over 60 per week. Our questions were how many hours are in your officers' regular work week, and how do you compensate for overtime work beyond that of the regular work week.

<sup>4</sup>National Advisory Commission on Criminal Justice Standards and Goals, Police, p. 356.

<sup>5</sup>Ibid., p. 357.

<sup>6</sup>Ibid., p. 357.