If you have issues viewing or accessing this file, please contact us at NCJRS.gov.

29TH EDITION

FRATERNAL ORDER OF POLICE

IAL LODGE

ONLY NATIONAL
E ORGANIZATION

78036

RVEY OF 1980
RIES AND WORKING CONDITIONS OF THE
POLICE DEPARTMENTS IN THE UNITED STATES

Published March 15, 1980

WHAT... is the Fraternal Order of Police?

The Fraternal Order of Police is an organization of Police Officers, incorporated in the State of Pennsylvania under the Non-Profit Corporation Law. Its name and insignia is registered in the United States Patent Office in Washington, D.C. Its membership is restricted to full-time Law Enforcement Officers of all ranks who are employed by Federal, State or local government.

The Fraternal Order of Police is composed of:

(1) National Lodge—made up of delegates from all subordinate Lodges assembled in Biennial Conference; managed by a Board of Directors between Conferences.

(2) State Lodges—formed when there are three or more Lodges in a state; composed of delegates from all subordinate Lodges assembled in Biennial or Annual Conferences; managed by a Board of Directors between Conferences.

(3) Subordinate Lodges—formed at the request of ten or more members of a Law Enforcement Agency; managed by a Board of Directors elected from among the members annually, or biennially. At the present time, the Order is composed of approximately 150,000 members in 1350 subordinate Lodges in 42 States. There are 31 State Lodges.

Our subordinate Lodges are operated on dues received from their members at a rate prescribed by their own By-Laws. State Lodges and the National Lodge are operated on Per Capita Tax paid by the subordinate Lodges on the basis of their membership.

All actions of the Board of Directors of the National Lodge are reported to the subordinate Lodges in the form of minutes, which include financial reports of money received and money spent. The financial affairs of the National Lodge are audited by a Certified Public Accountant.

WHAT... does the National Lodge do?

(1) Provides the means whereby the Order is introduced to Police Officers.

(2) Provides an Income Tax Exemption to each subordinate Lodge so that all its revenue may be used for Lodge programs.

(3) Provides Human Rights and Law Enforcement Study. A policeman must make split-second decisions. But it is often hard to resolve questions of individual rights vs. rights of the public. The F.O.P. is studying the problem in co-operation and in conjunction with the U.S. Attorney General's office. Purpose, to aid in formulating a uniform national policy of procedure.

(4) Through its National Legislative Committee promotes, in the Nation's Capitol, legislation beneficial to all Police Officers and is the watchdog for detrimental legislation. It has been successful, so far, in keeping out of Social Security those Policemen with adequate retirement systems who do not want Social Security. Also, sponsored Police Survivorship Bill that provides pension benefits for police officers killed or injured while apprehending persons suspected of committing or attempting to commit a crime against the United States.
Obtained the approval of the U.S. Postmaster General for the issuance of Law & Order Commemorative Stamp honoring policemen.

(5) Publishes an Annual Survey of the Salaries and Working Conditions of Police Departments. It has become the principal reference book on Police salaries and has enabled our Lodges to secure higher salaries and improve their working conditions.

(6) Issues a bi-monthly publication which is mailed direct to the homes of each of its members throughout the country. This provides a medium for the exchange of ideas and acquaints the membership with the progress of their fellow members.

(7) Compiles and publishes data on subjects that affect the welfare of Police Officers, such as integration of Police and Fire Departments, Social Security for Policemen, Citizen Police Review Boards, etc.

(8) Provides Group Life Insurance and a Family Supplemental Hospitalization Plan at reduced rates for members.

We cannot attest to the accuracy of the figures used in this survey as they are compiled from information received from various police agencies.

NCJRS
20 1980
ACQUISITIONS

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
POPULATION OVER 1,000,000																																	
Chicago, Ill.	52,000	—	24,792	35,712	22,500	33,180	19,512	29,124	17,556	26,748	16,524	25,440	30	Y	12,250	40	20-28	Y	12	$400	100%	180	2,500	N	40%	50%	60%	70%	53	23	63	N	Y
Detroit, Mich.	—	53,600	—	—	—	33,090	—	29,467	—	—	19,041	24,153	4	Y	5,016	40	20	Y	9	—	100%	17	—	N	—	50%	60%	70%	55	25	60	Y	Y
Houston, Tex.	—	55,068	—	29,458	—	25,615	—	22,271	—	22,271	16,148	20,009	5	Y	2,594	40	15-22	Y	10½	$350	50%	15	12,000	Y	30%	40%	50%	60%	50	20	65	N	Y
Los Angeles, Calif.	78,504	87,504	36,288	42,756	30,960	36,432	26,328	30,960	23,604	32,688	17,976	26,952	3	Y	5,629	40	14-21	Y	13	—	100%	12	50,000	Y	40%	55%	70%	70%	41	—	—	N	N
New York, N.Y.	36,470	49,953	31,275	37,653	27,283	28,768	23,913	24,981	16,020	21,318	15,247	19,741	3	Y	19,868	40	20-27	Y	11	$265	100%	100%	—	Y	50%	58⅓%	66⅔%	75%	—	20	63	Y	Y
Philadelphia, Pa.	45,000	—	26,913	28,078	23,608	24,630	20,709	21,605	19,619	20,468	16,666	18,952	2	Y	8,200	40	10-20	Y	14	$175	100%	20	20,000	Y	50%	62½%	75%	87½%	45	10	70	N	Y
POPULATION: 500,000 TO 1,000,000																																	
Baltimore, Md.	30,600	—	21,900	24,100	19,000	20,900	16,900	18,400	12,000	16,000	12,000	16,000	—	Y	2,965	40	10-20	Y	14	$180	95%	100%	11,000	Y	40%	50%	58⅓%	66⅔%	50	25	55	N	Y
Boston, Mass.	35,000	—	29,814	—	25,591	—	21,996	—	20,550	—	14,741	19,574	2	Y	2,189	40	10-20	Y	13	$350	75%	15	—	Y	50%	62%	75%	80%	55	20	65	Y	Y
Cleveland, Ohio	—	39,665	—	26,574	—	23,200	—	20,292	—	17,950	16,450	17,950	1	Y	1,800	40	10-35	Y	11	$200	100%	15	3,000	Y	40%	50%	60%	—	52	25	65	N	N
Columbus, Ohio	—	41,891	—	30,056	—	25,459	—	21,569	—	—	10,836	18,740	2½	N	1,120	40	16-30	Y	10	$775	100%	18	10,000	Y	50%	60%	67½%	72%	52	25	—	Y	N
Dallas, Tex.	44,000	55,000	25,392	25,392	23,280	23,280	21,216	21,216	21,216	21,216	16,560	18,372	3	Y	2,088	40	10-30	Y	8	—	100%	12	5,000	Y	50%	65%	70%	75%	50	20	65	N	N
Denver, Colo.	—	47,736	30,864	32,064	27,096	28,296	23,808	25,008	22,440	23,640	15,288	21,144	25	Y	1,032	39	15-18	Y	8½	$220	100%	18	—	Y	—	50%	50%	50%	42	25	—	N	Y
Honolulu, Hi.	39,876	39,876	18,649	27,501	17,159	25,181	15,824	23,081	15,824	23,801	14,035	20,282	18	Y	1,481	40	21	Y	13	$272	50%	21	40,000	Y	50%	62½%	75%	80%	55	25	70	Y	Y
Jacksonville, Fla.	37,950	37,950	23,081	26,076	20,074	22,673	16,658	19,706	12,552	17,148	12,552	17,148	20	Y	977	40	10-20	Y	10	$300	100%	15	10,000	Y	—	50%	60%	65%	50	25	65	N	N
Kansas City, Mo.	42,804	47,184	23,796	30,408	—	—	22,692	26,376	16,920	22,692	14,616	22,692	6	N	1,145	40	12-20	Y	8	—	100%	30	5,000	N	40%	50%	60%	60%	60	25	65	N	Y
Memphis, Tenn.	—	28,750	—	21,678	—	19,298	—	17,302	—	—	9,096	16,085	3	Y	1,192	40	5-25	Y	10	$150	60%	30	2,000	Y	—	56¼%	61¼%	66¼%	46	25	60	Y	Y
Milwaukee, Wisc.	38,935	47,370	26,542	31,050	22,689	27,604	20,170	23,596	21,371	22,812	18,390	20,705	4	Y	2,072	40	10-25	Y	12	$100	100%	15	11,000	Y	45%	56¼%	68¼%	80¼%	52	25	62	N	Y
New Orleans, La.	33,348	46,920	21,816	31,764	17,688	24,888	14,544	20,472	11,964	16,848	11,964	16,848	7	Y	1,416	40	12	Y	10	$200	100%	12	3,000	Y	50%	65%	80%	80%	50	20	68	N	Y
Phoenix, Ariz.	33,987	48,438	25,043	34,247	21,195	28,620	17,368	23,441	13,894	20,945	13,894	20,945	5	N	1,600	40	12-21	Y	11	$385	100%	15	8,000	Y	50%	55%	60%	—	—	20	—	Y	N
St. Louis, Mo.	38,354	38,354	22,754	22,754	20,700	20,700	19,140	19,140	—	—	12,372	17,160	12	N	1,984	40	15-25	Y	14	—	100%	20	20,000	N	40%	50%	70%	70%	—	20	65	Y	Y
San Antonio, Tex.	40,000	45,000	25,884	—	22,524	—	20,000	—	17,000	—	10,992	16,116	3½	Y	1,144	40	15-24	Y	10	$200	100%	15	—	Y	40%	50%	60%	60%	—	20	—	N	Y
San Francisco, Ca.	59,116	59,116	34,190	—	25,499	—	23,568	—	23,568	—	18,948	21,950	4	N	1,770	40	10-20	Y	11	100%	50%	13	—	Y	—	55%	75%	75%	50	25	65	N	N
San Jose, Calif.	38,334	41,209	33,072	35,552	28,537	30,677	24,648	26,919	—	—	21,320	22,919	3	N	781	40	10-20	Y	11	$250	—	12	—	Y	50%	62½%	75%	75%	55	20	—	N	Y
Seattle, Wash.	55,848	55,848	33,342	36,012	29,040	31,320	24,348	25,488	19,920	22,812	17,868	22,152	3½	Y	794	40	12-30	Y	11	$200	100%	180	—	Y	40%	50%	60%	60%	50	20	—	N	N
Washington, D.C.	54,048	57,324	28,972	33,316	24,453	29,347	21,156	26,447	19,471	25,312	15,577	22,431	14	Y	4,120	42½	13-26	Y	10	$300	50%	13	—	Y	50%	65%	80%	80%	41	20	64	N	N
POPULATION: 250,000 TO 500,000																																	
Akron, Ohio	32,323	36,046	24,024	26,790	20,737	23,068	17,888	19,905	—	—	14,684	17,169	4	Y	468	40	—	Y	11	$300	100%	—	8,000	Y	—	50%	60%	66%	52	25	—	N	Y
Albuquerque, N.M.	26,811	36,500	21,694	27,435	18,532	23,442	15,849	20,051	12,064	16,473	12,064	16,473	9	Y	474	40	12-20	Y	9	$600	50%	12	—	N	50%	62½%	75%	87½%	—	20	61	Y	N
Atlanta, Ga.	29,879	38,173	16,372	20,792	14,539	18,439	12,927	16,372	12,433	15,735	11,510	14,539	6	N	1,102	40	10-20	Y	9	$210	100%	13	5,000	N	—	—	—	—	55	25	65	N	N
Baton Rouge, La.	25,440	34,080	17,340	19,080	15,000	16,500	13,620	15,000	—	—	10,200	13,620	6	Y	580	40	12-24	Y	11	100%	50%	24	11,000	Y	50%	75%	90%	90%	50	20	60	Y	Y
Charlotte, N.C.	30,530	38,966	18,742	23,921	—	—	18,742	19,679	—	—	12,081	16,999	—	Y	614	41¼	10-20	Y	10	$400	100%	12	—	Y	—	—	—	—	50	15	70	N	Y
Cincinnati, Ohio	29,457	37,148	27,899	29,071	24,039	25,207	21,569	21,877	19,873	20,441	17,068	19,005	3	Y	945	40	10-23	Y	10	$135	100%	13	—	Y	—	50%	60%	66%	52	25	70	Y	Y
Colorado Springs, Colo.	37,534	—	28,236	—	25,212	—	21,600	—	—	—	14,088	18,636	3	Y	364	40	12-20	Y	9	$250	50%	14	—	Y	—	50%	50%	50%	55	25	65	N	N
Fort Worth, Tex.	32,652	43,752	24,816	26,016	21,564	22,764	19,632	20,832	16,512	18,540	14,076	16,716	25	Y	681	40	15	Y	9	$100	100%	15	10,000	Y	—	—	—	—	60	30	68	N	N
Las Vegas, Nev.	26,460	34,848	20,880	27,360	19,344	25,320	17,808	23,316	17,136	23,316	14,160	19,224	7	Y	634	40	15-30	Y	9	$290	—	12	6,000	Y	50%	62½%	75%	75%	55	10	65	Y	N
Louisville, Ky.	31,034	31,034	20,446	20,446	18,283	18,283	15,891	15,891	11,732	14,748	11,482	14,498	5	Y	669	40	10-20	Y	18	$400	50%	18	5,000	Y	50%	65%	75%	75%	—	20	62	N	N
Minneapolis, Minn.	—	—	28,262	31,356	24,414	27,898	24,882	26,754	—	—	—	—	—	Y	751	40	11-26	Y	11	$225	90%	12	10,000	Y	40%	50%	50%	50%	50	20	65	N	N
Nashville, Tenn.	21,780	32,184	15,876	21,264	14,496	19,416	13,188	17,688	12,000	16,080	11,424	15,324	6	Y	932	40	20	N	10	$200	75%	12	11,000	Y	40%	50%	58¾%	67½%	55	25	60	Y	Y
Norfolk, Va.	27,984	41,352	15,840	23,016	14,000	20,880	12,576	18,240	—	—	10,344	15,120	15	Y	606	40	12-20	N	8½	$360	100%	12	—	Y	40%	50%	60%	70%	55	25	62	N	N
Oakland, Calif.	50,737	—	35,289	—	30,701	—	26,679	27,346	—	—	19,262	23,953	9½	Y	634	40	15-25	Y	11	$300	100%	60	—	Y	40%	50%	60%	66%	41	20	—	N	N
Oklahoma City, Ok.	29,002	40,799	17,935	25,076	17,448	19,485	15,512	17,972	13,703	16,619	10,593	15,336	—	Y	857	40	11-19	Y	10	$325	100%	16	5,000	N	50%	—	75%	75%	41	20	—	N	N

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
250,000 TO 500,000 (Continued)																																	
Omaha, Neb.	36,144	39,780	27,888	28,716	24,588	25,788	22,068	23,052	—	—	16,632	20,232	4	Y	550	40	15-21	Y	11	$275	100%	18	5,000	Y	40%	50%	50%	50%	55	25	62	N	N
Pittsburgh, Pa.	—	34,816	—	21,738	—	19,762	—	17,965	—	17,965	13,197	16,332	4	Y	1,400	40	14-35	Y	13	$200	100%	14	—	Y	50%	—	—	—	50	20	65	Y	Y
Portland, Ore.	—	44,678	30,971	33,800	26,832	29,390	22,672	25,564	22,672	25,564	15,600	22,215	5	N	521	40	10-25	Y	10	—	100%	13	15,000	Y	40%	50%	60%	60%	50	25	64	N	N
Rochester, N.Y.	40,345	—	27,325	28,915	23,760	25,141	20,661	21,863	20,661	21,863	16,324	19,010	2	Y	630	40	12-25	Y	11	100%	100%	180	5,000	Y	50%	50%	—	—	—	20	62	N	—
St. Paul, Minn.	—	48,000	28,370	31,820	25,331	28,411	22,616	25,367	22,616	25,367	16,600	22,448	15	Y	543	40	10-22	Y	11	$290	100%	15	5,000	Y	40%	50%	—	—	50	20	70	Y	Y
St. Petersburg, Fla.	27,000	34,000	—	—	19,500	21,199	16,446	18,713	12,476	17,353	12,476	17,353	15	N	364	40	10-20	Y	9	$350	50%	13	2,000	Y	50%	60%	60%	65%	—	12	—	Y	Y
Tampa, Fla.	34,674	—	23,072	25,128	20,354	22,100	18,122	19,757	15,470	16,133	12,509	15,028	5	Y	596	42½	12	Y	11	$300	100%	12	12,500	Y	50%	62½%	65%	—	46	20	—	N	N
Toledo, Ohio	—	36,265	—	29,621	—	25,628	20,401	22,000	—	—	17,143	18,745	1	Y	700	40	14-35	Y	14	$225	100%	15	12,500	Y	40%	50%	60%	66%	52	25	65	Y	Y
Tucson, Ariz.	34,000	41,000	23,676	31,848	20,412	27,468	17,616	23,676	—	—	14,448	19,428	7½	Y	465	40	13-20	Y	9	$150	75%	13	—	Y	50%	55%	60%	60%	41	20	—	N	N
Wichita, Kan.	30,518	36,000	19,234	21,340	17,362	19,234	—	—	12,864	16,504	12,226	15,672	5	Y	390	40	12-22	Y	10	$225	100%	12	3,000	N	50%	62%	75%	75%	41	20	65	Y	N
POPULATION: 100,000 TO 250,000																																	
Albany, N.Y.	28,300	—	19,020	—	16,735	18,952	15,946	18,058	14,144	—	13,394	16,272	4	N	370	40	21	Y	11	$750	100%	—	—	Y	—	—	—	—	—	—	—	N	Y
Allentown, Penna.	25,000	—	19,779	20,761	18,737	19,519	17,695	18,577	17,695	19,519	15,324	17,434	20	Y	150	40	14-25	Y	11	100%	100%	30	12,000	Y	50%	55%	55%	55%	50	20	65	Y	Y
Amarillo, Tex.	37,128	—	21,168	—	18,864	—	17,304	—	17,304	—	11,352	14,556	2½	Y	223	40	15	Y	6	$240	100%	15	3,000	Y	—	—	—	—	50	15	65	N	Y
Anaheim, Calif.	38,126	46,342	31,345	38,812	31,491	34,715	26,124	27,435	19,739	24,003	17,908	22,859	3½	N	239	40	10-22	Y	11½	100%	100%	13	20,000	N	—	—	—	—	50	—	60	N	N
Anchorage, Alas.	—	49,987	36,099	46,048	32,739	41,775	32,282	37,170	32,282	37,170	29,786	35,151	5	Y	247	40	27-40	Y	11	$100	100%	24	30,000	N	50%	62%	62%	62%	55	10	55	Y	N
Aurora, Colo.	37,695	37,695	28,863	28,863	26,189	26,189	23,129	23,129	21,282	21,282	15,421	19,319	3	Y	226	40	11-21	Y	10	$240	100%	18	—	Y	—	50%	50%	50%	—	25	60	N	N
Beaumont, Tex.	37,000	37,000	20,582	20,582	18,653	18,653	16,916	17,302	16,916	17,302	13,945	15,758	5	Y	191	40	15	Y	10	$300	100%	15	10,000	Y	—	—	—	—	50	28	—	N	Y
Berkeley, Calif.	—	47,124	32,203	35,484	28,495	31,420	24,039	26,463	25,227	27,809	18,813	24,039	25	N	170	40	10-25	Y	12	$300	100%	12	10,000	Y	—	—	—	—	50	5	60	N	N
Camden, N.J.	—	—	—	—	—	—	—	—	18,862	—	13,939	17,482	1	Y	280	36	15-25	Y	12	$850	100%	20	61,187	Y	50%	60%	65%	65%	—	25	65	Y	Y
Canton, Ohio	—	26,307	19,828	20,128	17,833	18,133	16,036	16,336	—	—	13,667	14,717	1	Y	155	40	—	Y	11	$350	100%	15	10,000	Y	35%	50%	60%	66%	52	25	—	Y	Y
Cedar Rapids, Iowa	24,980	28,766	18,824	21,673	18,012	20,675	16,598	16,598	16,598	16,598	12,210	14,622	3	Y	156	40	5-25	Y	12	$400	100%	12	5,000	Y	—	50%	50%	50%	55	22	65	N	N
Chattanooga, Tenn.	19,600	26,000	—	17,677	—	15,120	—	14,357	—	14,211	11,170	13,978	10	Y	—	40	15-25	Y	7	$250	100%	180	8,000	N	—	60%	—	—	—	25	—	N	Y
Chesapeake, Va.	25,200	30,360	16,680	21,360	14,400	18,480	12,600	15,840	11,040	13,800	10,560	13,200	5	Y	184	40	20-28	Y	8½	$420	100%	12	—	N	—	—	—	—	55	30	60	N	N
Columbia, S.C.	27,732	35,381	18,808	23,977	15,441	19,692	14,027	17,922	12,748	16,221	10,977	14,027	5	N	215	42½	10-15	Y	9	100%	100%	12	—	N	—	—	—	—	65	20	65	N	Y
Columbus, Ga.	—	—	18,258	24,483	16,577	22,212	13,671	18,258	13,671	18,258	10,855	15,768	10	N	332	40	10-15	N	7	—	100%	13	—	N	18%	20%	50%	51%	65	10	70	N	N
Corpus Christi, Tex.	26,952	36,120	20,112	26,952	17,280	19,056	14,916	16,428	—	—	12,216	14,916	3½	Y	320	40	15-17	Y	6	100%	—	12	—	Y	—	—	—	—	55	25	—	N	Y
Davenport, Iowa	—	26,500	—	22,000	18,022	19,896	16,650	18,022	15,382	17,322	13,406	16,650	25	Y	141	40	14-30	Y	10	$300	100%	14	2,000	Y	—	50%	50%	—	55	22	70	N	Y
Dayton, Ohio	—	36,878	23,857	25,946	20,573	22,364	17,738	19,273	12,043	16,203	12,043	16,203	3	Y	474	40	12	Y	11	$273	100%	15	8,000	Y	—	50%	60%	66%	52	25	70	Y	Y
Dearborn, Mich.	34,650	34,650	—	—	26,591	27,259	24,127	24,781	23,641	24,274	16,282	21,493	4	Y	198	40	12-25	Y	13	$300	100%	12	15,000	Y	40%	50%	60%	70%	50	25	65	Y	Y
Des Moines, Iowa	28,555	36,551	18,825	22,7[illegible]	16,760	20,134	15,351	18,422	14,106	16,939	13,934	15,992	3	Y	257	40	10-25	Y	10	100%	100%	12	10,000	Y	—	50%	50%	50%	55	22	65	N	Y
Elizabeth, N.J.	—	23,760	—	20,390	—	19,300	—	18,201	—	17,650	13,550	17,050	4	Y	330	40	15-28	Y	14	$400	100%	365	—	Y	—	60%	65%	65%	43	25	65	N	N
Erie, Penna.	20,629	21,589	18,588	19,548	17,709	18,669	16,925	17,885	16,080	17,040	14,092	16,080	2½	Y	209	40	15-25	Y	10	$220	100%	30	10,000	N	50%	50%	50%	50%	50	20	65	Y	Y
Flint, Mich.	40,868	—	—	—	28,229	29,958	24,791	26,309	—	—	16,250	23,241	20	Y	379	40	11-21	Y	8	320	100%	12	15,000	Y	—	50%	—	—	—	23	55	Y	N
Ft Lauderdale, Fla.	30,434	38,958	21,538	27,571	19,513	24,979	17,678	22,629	—	—	13,810	20,001	5	Y	380	40	12	Y	10	$360	100%	12	—	Y	60%	70%	78%	—	50	20	55	N	N
Fremont, Calif.	34,248	49,140	22,332	37,212	22,464	27,288	19,692	23,952	—	—	17,016	20,676	3	Y	130	45	12-21	Y	11	$360	100%	12	5,000	Y	—	—	50%	—	55	20	62	N	Y
Fresno, Calif.	38,928	46,968	28,980	33,996	25,488	29,712	22,728	26,100	19,776	23,268	18,204	21,468	3½	N	264	40	12-20	Y	12	$400	100%	12	—	Y	50%	58⅓%	66⅔%	66⅔%	50	20	60	N	N
Garland, Tex.	26,624	35,693	22,547	22,547	21,195	21,195	20,218	20,218	—	—	12,917	19,885	—	Y	103	40	10-20	Y	8	—	100%	20	25,000	Y	—	—	—	—	50	25	—	N	N
Gary, Ind.	—	20,669	—	15,837	—	15,354	—	14,871	—	14,081	—	13,598	—	N	300	40	15-20	N	—	$200	100%	90	—	Y	50%	60%	70%	74%	55	20	65	N	Y
Grand Rapids, Mich.	—	35,143	—	26,728	—	23,801	20,510	21,369	20,510	21,369	15,048	19,691	5	Y	262	40	10-25	Y	11	$300	100%	10	15,000	Y	40%	50%	60%	70%	55	10	—	N	Y
Greensboro, N.C.	28,080	38,196	18,996	25,824	17,244	22,452	15,648	20,364	13,536	17,592	13,536	17,592	4	Y	367	40	12-21	Y	9	$375	100%	12	—	N	35%	43%	52%	60%	55	30	62	N	Y
Hammond, Ind.	23,297	23,837	19,297	19,837	18,297	18,837	17,297	17,837	17,297	17,837	15,714	16,837	13	Y	200	37½	21-42	Y	12	$555	100%	100%	10,000	N	50%	74%	—	—	41	20	—	N	N
Hampton, Va.	24,871	36,062	15,250	20,596	14,066	18,928	12,177	16,319	10,912	14,850	10,067	13,700	5	N	183	40	12-24	Y	9	$125	50%	12	1,000	N	—	13¼%	24½%	35¾%	55	25	65	N	N
Hartford, Conn.	27,560	38,376	22,500	26,000	18,083	21,528	15,626	18,746	14,898	17,875	13,546	16,250	3½	Y	371	40	10-20	Y	11	$208	100%	15	—	Y	36%	50%	60%	70%	41	20	65	N	Y
Hialeah, Fla.	33,462	39,520	26,208	31,616	23,582	27,144	20,124	23,114	—	—	15,808	20,436	5	Y	230	40	10-25	Y	12	$330	—	12	57,500	Y	50%	60%	70%	—	—	20	—	N	N

100,000 TO 250,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Hollywood, Fla.	33,000	35,727	—	29,224	22,162	23,270	19,188	20,148	14,348	18,316	13,665	17,444	4½	Y	256	40	10-15	Y	11	$180	100%	12	10,000	Y	—	—	—	—	50	10	65	N	N
Huntington Bch, Ca.	36,600	44,964	28,848	35,736	24,612	30,468	21,096	26,124	17,976	22,260	17,976	22,260	3½	N	196	40	12-20	Y	11	$400	100%	60	10,000	Y	40%	50%	60%	75%	50	5	60	N	N
Irving, Texas	—	33,648	20,172	25,740	18,276	23,340	16,140	20,604	—	—	13,932	17,772	4	Y	140	40	15	Y	8	—	100%	15	5,000	Y	—	—	—	—	50	20	—	N	N
Jackson, Miss.	—	—	17,028	20,364	14,904	17,796	13,080	15,576	12,000	14,904	11,508	13,656	7	N	276	40	14-28	Y	7	$500	50%	12	10,000	Y	50%	56%	66⅔%	—	55	30	60	N	Y
Jersey City, N.J.	31,580	34,738	24,880	27,368	22,580	24,838	20,280	22,308	17,951	19,746	13,300	18,590	25	Y	989	40	25-30	Y	10	$390	100%	365	5,000	Y	—	60%	65%	65%	—	25	65	Y	N
Knoxville, Tenn.	20,604	24,024	14,100	16,500	12,540	14,940	11,952	14,352	11,952	14,352	8,856	10,896	3½	—	300	40	7-28	N	12	$200	100%	12	4,000	Y	—	50%	60%	60%	55	25	—	N	N
Lansing, Mich.	37,536	37,536	23,306	23,306	20,050	21,189	18,868	18,868	20,899	20,899	14,185	19,904	3	Y	202	40	12-21	Y	6	$90	100%	12	20,000	N	40%	50%	55%	60%	50	25	60	N	N
Lexington, Ky.	24,953	31,410	15,860	20,234	14,389	18,353	13,056	16,652	11,881	14,969	11,281	14,369	5½	Y	341	40	15-21	Y	9	$600	100%	15	2,000	Y	50%	62½%	75%	75%	50	20	68	N	N
Lincoln, Neb.	26,447	33,754	18,870	24,003	15,182	21,278	13,770	19,317	13,770	19,317	12,474	17,528	17½	N	221	40	10-20	Y	10	$240	33%	12	—	N	—	—	—	—	55	21	70	N	N
Livonia, Mich.	—	32,988	25,500	29,702	25,043	25,958	22,859	23,691	—	—	17,908	20,571	4	Y	163	40	20-27	Y	12	$350	100%	12	—	Y	—	—	—	—	52	10	70	N	Y
Macon, Ga.	29,162	29,162	14,997	19,718	13,354	17,555	11,856	15,600	11,856	15,600	10,130	13,354	8	Y	248	40	5-20	Y	8	$125	100%	10	—	Y	—	50%	50%	50%	55	25	—	N	Y
Mobile, Ala.	25,344	33,960	17,148	22,992	15,564	20,856	14,112	18,912	14,112	18,912	11,052	16,332	5½	Y	308	40	10-20	Y	11½	$100	100%	10	10,000	Y	50%	52½%	55%	60%	55	20	70	N	N
Montgomery, Ala.	24,655	27,186	14,653	17,964	13,268	16,658	12,230	15,344	10,936	13,961	9,809	12,750	7	N	396	40	12	Y	13	$550	100%	12	2,500	Y	50%	55%	60%	60%	—	20	65	N	Y
New Bedford, Mass.	29,382	—	—	21,197	—	18,759	—	16,601	—	—	9,775	14,691	5	Y	250	40	14-35	Y	13	$250	50%	15	5,000	Y	—	—	—	—	—	—	—	N	N
New Haven, Conn.	—	34,400	—	19,611	—	18,358	—	16,430	—	15,957	14,267	14,863	2	Y	416	40	10-20	Y	12	$300	100%	15	5,000	Y	—	50%	60%	70%	48	25	65	N	N
Newport News, Va.	24,045	32,222	15,499	20,771	13,389	17,942	11,566	15,499	9,991	13,389	9,991	13,389	6	Y	177	40	10-20	Y	9	$300	50%	15	—	N	37%	46%	55%	64%	55	30	63	N	N
Orlando, Fla.	30,404	—	22,484	23,566	20,342	21,340	16,305	17,087	15,872	—	13,193	15,140	4	Y	291	40	15-25	Y	4	$320	100%	12	50,000	Y	60%	80%	80%	80%	47	20	—	N	N
Pasadena, Tex.	—	32,112	—	25,521	—	23,861	21,551	22,440	21,551	22,440	16,134	19,235	4	Y	182	40	15-25	Y	10	$500	100%	15	—	Y	—	—	—	—	50	25	70	N	N
Paterson, N.J.	33,916	—	26,564	—	23,718	—	21,177	—	18,340	—	13,000	18,100	4	Y	421	40	10-37	Y	7	$325	100%	365	—	Y	—	60%	65%	65%	43	25	65	N	N
Portsmouth, Va.	25,000	35,900	14,555	21,377	13,329	19,507	12,123	17,718	11,500	16,576	11,020	16,096	12	Y	207	40	12-20	Y	9	$480	50%	18	—	Y	—	50%	60%	65%	—	25	62	N	N
Providence R.I.	28,337	—	20,451	—	18,806	—	17,162	—	16,758	—	14,329	15,517	1½	Y	413	37½	10-25	Y	11	$200	100%	15	5,000	N	50%	60%	70%	75%	—	20	60	Y	N
Pueblo, Colo.	—	34,536	—	24,444	—	—	—	19,428	—	—	11,880	16,680	3	Y	187	40	22-31	Y	12	—	100%	18	—	Y	—	50%	55%	60%	55	25	70	N	N
Raleigh, N.C.	26,898	37,846	22,128	25,617	19,115	22,128	16,513	20,071	14,978	18,207	12,321	17,000	6	Y	210	42	12	Y	9	$300	100%	12	45,000	Y	—	—	—	—	55	20	65	N	Y
Richmond, Va.	24,440	32,760	17,316	23,296	15,730	21,112	13,624	18,200	13,000	17,316	11,232	15,028	5½	N	574	40	12-18	Y	9½	$250	100%	12	—	N	40%	46%	52%	58%	60	—	65	N	Y
Roanoke, Va.	24,427	31,174	15,743	20,111	14,287	18,252	12,961	16,510	10,673	15,015	10,673	15,015	—	N	208	40	15	Y	8	$300	50%	—	—	N	—	—	—	—	—	20	70	N	N
Rockford, Ill.	—	35,280	—	29,938	—	26,033	—	23,666	17,086	21,514	12,802	19,675	10	Y	263	40	10-20	Y	12	100%	100%	100%	—	Y	50%	60%	70%	75%	50	20	65	N	Y
Salt Lake, Utah	41,220	—	26,406	—	23,232	—	20,352	—	—	—	12,583	18,464	6	Y	365	40	10-20	Y	12	$480	100%	15	5,000	Y	—	50%	55%	60%	55	25	65	N	N
San Bernardino, Ca.	—	44,940	—	35,532	—	30,516	—	25,572	—	23,628	17,472	21,276	5	N	152	40	10-20	Y	11	—	100%	12	1,000	Y	54%	67½%	75%	75%	50	20	60	N	N
Santa Ana, Calif.	39,420	47,928	30,576	37,176	27,732	33,720	21,624	26,280	19,152	23,380	18,252	22,176	4	N	317	40	10-25	Y	10	—	100%	12	10,000	Y	54%	67½%	75%	75%	50	5	60	N	Y
Savannah, Ga.	25,709	32,021	19,658	21,150	17,830	19,184	16,172	17,400	—	—	10,425	13,970	7	Y	241	40	12-18	Y	9	—	100%	12	—	Y	40%	50%	55%	60%	60	10	60	N	N
Scranton, Penna.	—	19,208	—	17,682	—	17,137	—	16,592	—	16,666	15,488	16,077	3	Y	155	40	15-25	Y	14	$400	100%	365	20,000	Y	—	50%	—	—	—	25	65	N	Y
South Bend, Ind.	24,800	—	—	20,200	—	17,550	—	16,250	—	16,250	12,400	13,050	3	Y	250	40	12-20	Y	12	$500	100%	30	4,000	N	50%	60%	70%	74%	—	20	—	Y	N
Springfield, Mo.	26,710	32,518	20,995	25,560	18,896	22,958	16,907	20,498	15,327	18,621	12,883	15,456	5	Y	197	40	10-20	Y	11	$509	100%	12	—	N	40%	50%	60%	70%	50	20	60	N	Y
Stockton, Calif.	36,540	47,520	28,320	35,400	24,024	30,036	19,380	23,652	19,380	23,652	16,356	19,968	5	N	231	40	10-25	Y	12	$250	100%	15	—	Y	—	—	—	—	50	20	60	N	Y
Syracuse, N.Y.	33,265	33,265	21,995	22,995	20,576	21,576	19,157	—	—	—	13,612	17,738	5	Y	484	40	17-23	Y	10	$250	100%	180	15,000	Y	50%	50%	55%	60%	40	20	62	Y	Y
Tacoma, Wash.	35,800	43,952	32,385	34,013	28,167	29,566	24,492	25,703	24,492	25,703	18,354	22,341	3½	Y	185	40	12-30	Y	11	$200	100%	12	—	Y	40%	50%	60%	60%	50	25	—	N	N
Topeka, Kan.	19,677	28,121	19,620	19,620	18,792	18,792	18,000	18,000	17,256	17,256	11,136	15,240	4	Y	235	40	10-27	Y	8½	$240	50%	12	10,000	Y	40%	50%	60%	70%	55	20	60	N	N
Torrance, Calif.	35,036	46,164	38,700	42,660	28,368	31,284	23,880	26,988	16,984	23,188	16,584	22,788	5	Y	142	40	12-24	Y	13	$200	100%	12	5,000	Y	50%	50%	60%	75%	50	20	60	N	N
Virginia Beach, Va.	30,360	38,280	20,400	27,120	16,680	23,280	14,400	20,400	12,000	16,680	11,520	15,840	12	Y	351	40	12-24	Y	9½	—	100%	100%	—	N	—	—	—	—	55	25	65	N	N
Warren, Mich.	37,000	—	31,165	—	28,355	—	25,802	—	23,480	—	18,262	21,370	4	Y	231	40	20-27	Y	12	$250	100%	12	20,000	Y	—	50%	55%	60%	50	25	65	Y	Y
Waterbury, Conn.	28,500	—	19,300	—	17,700	—	16,300	—	15,500	—	13,600	14,750	2	Y	265	40	7-28	Y	12	$100	100%	18	4,000	Y	—	50%	58⅓%	66⅔%	—	25	65	N	N
Wilmington, Del.	—	36,900	—	26,922	—	24,497	—	22,333	12,977	19,527	12,977	19,527	7	Y	247	40	12-22	Y	12	$150	100%	12	30,000	N	50%	60%	70%	80%	—	20	70	N	Y
Winston-Salem, N.C.	28,087	35,542	18,873	23,480	17,181	21,499	15,668	19,674	15,688	19,674	13,642	17,181	5	Y	197	40	15-30	Y	9	$320	50%	12	5,000	N	—	—	—	—	55	20	65	N	Y
Yonkers, N.Y.	—	—	28,366	—	26,411	—	23,086	—	20,900	—	13,798	19,000	3	Y	414	35	10-25	Y	11	$300	100%	100%	5,000	Y	50%	—	—	—	40	20	64	Y	N

POPULATION: 50,000 TO 100,000

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Abilene, Tex.	—	30,000	—	19,800	—	18,300	—	16,980	13,680	15,720	12,240	15,720	10	Y	130	40	15-20	Y	7	—	—	15	—	Y	—	—	—	—	50	25	65	N	Y
Abington, Penna.	—	28,356	—	25,779	—	22,885	—	20,214	—	18,929	12,908	18,049	2½	Y	89	40	6-30	Y	14	$250	100%	100%	15,000	Y	—	50%	50%	50%	50	25	65	Y	N
Alameda, Ca.	35,016	38,568	29,628	32,580	25,452	28,032	22,524	24,852	—	—	17,652	20,424	2½	N	92	40	10-25	Y	12	$300	100%	24	$15,000	Y	—	—	—	—	50	10	60	N	N
Alhambra, Calif.	—	—	—	—	21,564	26,232	19,248	23,412	17,256	20,988	16,032	19,512	3	N	65	40	12-20	Y	12	$175	100%	12	—	Y	—	—	—	—	55	—	65	N	N
Altoona, Penna.	22,058	—	20,053	—	18,230	—	16,572	—	16,572	—	13,317	15,551	4	Y	87	40	15-20	Y	12	$350	100%	21	$15,000	Y	50%	—	—	—	50	20	65	Y	Y
Anderson, Ind.	21,653	22,253	17,896	18,496	16,269	16,869	14,790	15,390	13,841	14,441	13,446	14,046	12	Y	112	40	5-25	Y	8	$700	100%	100%	$24,000	Y	50%	60%	70%	74%	41	20	—	N	Y
Arvada, Colo.	29,400	37,800	29,160	—	25,536	—	22,655	—	18,156	20,040	14,580	19,056	4	Y	109	40	12-20	Y	10	$300	100%	12	—	N	—	—	—	—	46	20	60	N	N
Augusta, Ga.	25,476	—	18,644	—	14,640	—	12,042	—	12,042	—	9,431	10,393	3	N	153	40	10	N	6	200	—	12	—	N	—	—	—	—	—	25	—	N	N
Aurora, Ill.	34,100	—	29,419	—	26,385	—	23,664	—	—	—	11,606	21,300	5	N	158	40	14-28	Y	12	$450	100%	180	$5,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Bakersfield, Calif.	31,704	38,352	25,053	30,248	22,329	26,916	19,627	23,913	17,357	21,149	15,726	19,159	3½	N	106	40	10-20	Y	11	$180	80%	12	—	Y	40%	50%	60%	70%	50	5	65	N	N
Bayonne, N.J.	30,600	33,660	21,925	24,117	20,100	22,110	18,325	20,157	16,300	17,900	11,400	17,600	5	Y	204	40	14-35	Y	3	$250	100%	100%	$2,000	Y	40%	60%	65%	65%	—	25	65	N	Y
Baytown, Tex.	30,672	—	—	—	21,168	—	19,860	—	13,800	17,760	13,800	17,760	8	Y	85	40	23	Y	8	$360	100%	15	$7,000	Y	—	—	—	—	50	28	65	N	N
Belleville, N.J.	—	29,312	—	24,224	—	22,022	—	20,020	—	18,700	12,500	18,200	3	Y	75	40	15-20	Y	12	$250	100%	100%	$5,000	Y	—	60%	65%	—	52	25	65	N	N
Bellevue, Wash.	32,700	49,104	23,796	30,624	23,016	24,696	—	—	16,656	21,984	16,356	21,684	3½	N	95	40	13-32	Y	11	$250	100%	—	$1,000	Y	40%	50%	60%	60%	50	20	60	N	N
Berwyn, Ill.	27,425	—	—	21,400	—	20,738	—	20,230	—	20,115	15,046	19,790	5	Y	65	40	7-32	Y	11	$250	100%	12	$10,000	Y	50%	60%	70%	75%	50	20	60	N	Y
Bethlehem, Penna.	—	26,300	19,141	20,290	—	—	17,179	18,211	17,179	18,211	13,741	16,364	4	Y	132	40	10-25	Y	12	$350	100%	21	$10,000	Y	—	50%	—	—	—	25	65	Y	Y
Billings, Mont.	24,624	—	21,312	—	19,608	—	18,252	—	—	—	13,320	16,884	12	Y	92	40	15-24	Y	11	$300	100%	12	—	N	50%	55%	60%	60%	25	20	65	Y	N
Binghamton, N.Y.	24,956	—	21,125	—	19,244	—	18,055	—	18,055	—	13,167	16,265	3	Y	147	40	5-20	Y	11	$370	50%	12	—	Y	50%	50%	50%	50%	—	20	62	Y	N
Bloomington, Minn.	—	41,250	—	30,420	27,060	28,440	23,580	24,540	—	—	16,300	21,420	3	Y	92	40	10-20	Y	11	$250	100%	12	$10,000	Y	43%	50%	53%	53%	50	20	—	N	N
Boca Raton, Fla.	22,200	33,100	19,200	28,600	19,700	23,000	16,500	20,500	—	—	13,000	19,300	10	Y	94	40	12-15	Y	11	$180	100%	12	$50,000	Y	50%	62½%	75%	75%	52	20	60	N	N
Bristol, Conn.	18,000	35,000	19,126	20,480	17,077	18,286	15,247	16,327	—	—	13,157	14,631	2	N	88	37½	5-20	Y	12	—	100%	25	$8,000	N	—	50%	50%	50%	—	25	—	Y	Y
Brownsville, Tex.	26,256	26,256	14,700	14,940	13,980	13,980	13,488	13,488	11,280	12,828	9,540	12,828	4½	Y	96	40	15	Y	11	—	100%	15	$10,000	Y	—	—	—	—	46	27	70	N	Y
Buena Park, Calif.	25,140	35,412	22,992	29,652	19,992	25,752	17,376	20,940	15,156	18,216	15,156	18,216	2½	N	92	40	17	N	11	$250	100%	12	$7,500	N	—	—	—	—	50	5	60	N	N
Charleston, W. Va.	—	23,802	—	16,640	—	15,547	—	14,658	—	—	12,677	14,117	12	Y	165	40	15	Y	12	$250	50%	15	$10,000	N	60%	65%	—	—	50	20	—	N	Y
Cherry Hill, N.J.	—	32,669	20,776	23,708	19,524	22,457	18,273	21,205	—	18,331	14,006	16,891	5	N	113	40	7-28	Y	14	$250	50%	15	$2,000	N	—	60%	—	—	—	25	65	N	N
Chicopee, Mass.	—	28,600	—	22,422	—	20,020	—	17,875	—	—	13,780	14,300	2	Y	125	—	14-28	Y	11	$250	50%	—	—	Y	50%	63%	75%	80%	55	20	65	N	Y
Chula Vista, Calif.	28,800	37,200	22,788	27,696	19,680	23,940	17,424	21,180	13,980	17,676	13,332	17,868	3	Y	93	40	5-20	Y	12	$200	100%	12	$3,000	Y	—	—	—	—	55	20	—	N	N
Clarksburg, W. Va.	—	18,000	—	—	—	14,763	—	13,349	—	—	9,033	11,946	1	Y	44	40	12-24	Y	13	100%	100%	15	$10,000	Y	60%	65%	65%	65%	50	20	65	N	Y
Clearwater, Fla.	28,000	35,000	18,500	22,000	—	—	15,204	19,000	12,513	17,219	12,513	17,215	11	Y	137	40	10-20	Y	11	$375	100%	15	$10,000	Y	50%	62½%	75%	87½%	—	20	65	Y	N
Cleveland, Tenn.	—	18,768	—	13,524	—	12,960	—	12,276	—	12,276	11,256	11,856	½	N	45	40	7-14	Y	N	$200	50%	100%	$5,000	N	—	—	100%	—	—	5	65	N	Y
Cleveland Hgts, Oh.	25,147	36,649	23,046	26,499	20,945	22,401	19,052	20,384	—	16,702	14,684	16,702	3	Y	97	40	5-25	Y	10	$350	100%	15	—	Y	—	50%	60%	66%	52	25	—	N	N
Columbia, Mo.	23,333	30,607	20,017	23,169	13,442	21,343	13,123	20,017	10,929	17,237	10,020	17,237	3½	N	83	40	10-20	Y	9	$540	100%	18	—	N	—	50%	50%	50%	55	25	65	Y	Y
Concord, Calif.	30,516	37,068	27,672	33,624	25,104	30,516	21,684	26,352	17,844	21,684	17,844	21,684	3½	N	127	40	10-20	Y	11	$300	100%	12	—	Y	—	50%	75%	75%	50	25	60	N	N
Costa Mesa, Calif.	33,552	40,788	27,624	33,552	24,444	29,712	21,108	25,668	—	—	17,568	21,360	4	Y	92	40	11-23	Y	11	100%	100%	12	50,000	N	—	—	—	—	50	25	60	N	N
Council Bluffs, Ia.	25,431	—	17,364	19,872	15,780	18,060	14,340	16,416	13,752	15,360	11,952	14,928	25	Y	96	40	10-25	Y	10	$600	100%	180	5,000	Y	50%	50%	50%	50%	55	22	—	N	Y
Covington, Ky.	26,445	—	20,446	—	17,640	—	16,923	—	16,205	—	15,847	12,926	5	Y	103	40	15-20	Y	11½	$250	100%	12	4,000	Y	50%	62½%	75%	—	50	20	65	N	N
Cranston, R.I.	22,971	—	20,220	—	17,114	—	15,558	—	14,264	—	12,685	14,264	3	N	132	37½	15-25	Y	11	$365	100%	20	10,000	Y	50%	55%	55%	55%	—	20	62	N	N
Cuyahoga Falls, Oh.	27,976	32,260	24,856	28,683	21,985	25,355	18,948	21,860	—	—	16,328	18,844	3	Y	48	40	7-35	Y	10	$250	50%	15	50,000	Y	—	—	—	—	—	—	—	N	N
Des Plaines, Ill.	28,663	38,779	22,885	30,961	20,180	27,302	18,420	24,921	15,982	22,315	15,000	20,943	4	Y	94	40	10-20	Y	10½	$300	100%	12	5,000	Y	50%	60%	70%	75%	50	20	70	N	N
Dubuque, Iowa	21,057	26,058	18,398	19,788	—	—	15,447	17,061	14,105	15,031	12,601	13,977	2½	Y	81	40	10-25	Y	10	$175	100%	12	7,000	Y	—	50%	50%	50%	55	22	70	Y	Y
East Lansing, Mich.	25,792	31,179	20,384	24,793	20,895	21,730	18,470	19,490	13,325	18,650	13,325	18,650	4	Y	—	40	5-21	Y	9	—	100%	30	20,000	N	—	—	—	—	55	22	—	N	N
East Orange, N.J.	—	28,750	—	25,503	—	22,374	—	19,882	—	17,001	15,423	17,001	4	Y	240	40	15-20	Y	13	$200	100%	365	—	Y	—	60%	65%	—	—	25	65	N	Y
East Providence, R.I.	—	25,224	18,215	21,478	15,890	19,055	14,534	17,440	13,242	15,890	13,242	15,890	1	Y	95	37½	16-26	Y	13	$300	100%	15	10,000	Y	50%	60%	70%	70%	—	24	60	N	N
Elgin, Ill.	28,848	35,676	28,548	29,760	26,268	27,360	23,292	25,320	17,172	21,456	17,172	21,456	4½	N	92	40	10-20	Y	10	$345	100%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
50,000 TO 100,000 (Continued)																																		
Elyria, Ohio	21,288	25,546	18,220	21,864	16,478	19,774	15,490	18,588	—	—	13,254	17,496	20	Y	72	40	10-30	Y	13	$375	100%	15	15,000	Y	—	50%	66%	66%	52	25	—	Y	Y
Enid, Okla.	21,480	27,420	14,520	18,600	—	—	12,600	16,140	11,400	14,640	10,860	13,920	4½	N	80	40	11-15	Y	8	$125	100%	12	4,000	Y	50%	62½%	75%	75%	41	20	70	N	Y
Euclid, Ohio	31,108	31,108	24,278	24,278	21,679	21,679	19,356	19,356	17,282	17,282	15,011	17,282	2	Y	105	40	10-25	Y	13	$250	100%	15	3,000	Y	30%	50%	60%	66%	52	25	—	Y	Y
Evanston, Ill.	—	37,400	22,932	29,412	20,556	26,352	18,912	24,408	—	—	16,260	20,880	4½	Y	154	40	10-20	Y	10	$250	100%	12	—	Y	50%	60%	70%	75%	50	20	60	N	N
Everett, Wash.	—	—	28,320	30,280	26,136	28,096	23,964	25,924	—	—	16,560	23,740	20	Y	95	40	14-24	Y	11	—	100%	—	—	Y	40%	50%	60%	60%	50	25	—	N	N
Fairfield, Calif.	—	38,770	26,833	32,616	23,176	29,582	20,011	26,824	—	—	16,758	22,440	3½	N	68	40	10-20	Y	11	$200	100%	12	5,000	N	40%	50%	75%	75%	50	5	60	N	N
Fargo, N.D.	26,352	35,568	21,504	26,052	18,636	22,560	16,956	20,508	16,956	20,508	15,432	18,636	3	Y	89	40	12-24	Y	11	$275	100%	18	—	Y	45%	45%	45%	45%	60	22	65	N	Y
Florissant, Mo.	23,764	28,912	—	—	18,869	20,245	17,185	18,869	14,854	17,662	14,854	17,662	20	N	60	40	10-20	Y	10	$300	50%	15	—	Y	—	—	—	—	55	15	65	N	N
Ft. Collins, Colo.	—	30,992	—	—	20,808	25,800	—	21,840	14,052	19,440	14,052	19,440	2	N	70	40	10-15	Y	10	$200	100%	90	—	N	—	50%	50%	50%	55	25	65	N	Y
Fullerton, Calif.	29,876	42,947	27,053	32,883	24,322	29,564	21,029	25,560	18,609	22,619	17,723	21,542	3½	N	106	42½	13-20	Y	10	$271	50%	12	5,000	N	—	—	—	50	5	60	N	N	
Gadsden, Ala.	—	21,008	—	15,098	—	14,188	—	13,388	—	13,388	9,069	12,739	—	Y	110	40	5-20	Y	8	$300	100%	12	7,000	Y	50%	50%	50%	50%	—	20	65	N	Y
Gainesville, Fla.	28,116	38,526	18,638	25,533	16,614	22,631	15,829	17,462	12,066	15,428	12,066	15,428	4	Y	119	40	10-20	Y	9	$200	—	12	—	N	40%	56%	67½%	78¾	50	15	70	N	N
Galveston, Tex.	28,077	—	19,593	—	17,180	—	15,454	—	15,454	—	14,081	14,681	—	Y	138	40	15-20	Y	10	$150	100%	15	24,463	Y	—	—	—	—	65	—	65	N	N
Glendale, Calif.	—	37,800	28,500	30,780	24,060	28,300	23,380	25,260	22,400	22,400	15,600	21,300	3½	N	140	40	10-20	Y	11	$125	50%	12	—	Y	40%	50%	75%	75%	50	20	60	N	N
Green Bay, Wisc.	25,937	30,020	—	22,140	—	20,820	—	19,512	—	19,512	11,400	17,928	3½	Y	157	39¼	8-30	Y	9	$270	95%	12	20,000	—	—	—	—	—	55	—	—	Y	Y
Greenville, S.C.	20,904	27,622	15,288	20,197	12,813	17,222	11,773	15,829	10,858	14,602	9,984	13,437	7½	Y	145	40	5-20	N	8	$475	100%	12	—	Y	35%	44%	52%	61%	55	20	—	N	N
Gulfport, Miss.	—	16,500	—	12,168	—	11,544	—	10,920	—	—	9,859	10,296	1	Y	63	40	10-20	Y	12	100%	50%	7	1,000	Y	50%	55%	66%	66%	—	20	65	N	N
POPULATION: 50,000 TO 100,000																																		
Harrisburg, Pa.	25,000	—	19,500	—	18,150	—	16,650	—	16,650	—	13,650	15,050	13	Y	142	40	20	Y	13	$300	100%	13	20,000	Y	50%	—	—	—	50	20	65	N	N
Inglewood, Calif.	34,746	46,833	30,078	40,541	25,271	34,061	25,271	26,560	16,973	22,878	16,150	21,767	4½	Y	165	40	10-22	Y	11	$175	80%	12	—	Y	—	—	—	—	50	5	—	N	N
Iowa City, Iowa	20,784	32,760	18,636	21,540	—	—	16,068	19,560	18,636	21,540	11,520	16,716	4½	Y	49	40	12-24	Y	10	$300	—	12	—	Y	—	—	—	—	55	22	—	N	N
Irvington, N.J.	—	—	23,153	—	21,399	—	19,645	—	—	—	12,000	17,540	3	Y	149	40	12-22	Y	11	$400	100%	365	—	Y	—	60%	65%	65%	—	25	65	N	Y
Joliet, Ill.	28,175	37,567	23,176	29,588	21,005	26,826	19,045	24,346	17,048	21,759	16,238	20,720	4	Y	167	40	10-30	Y	12½	$300	100%	12	12,500	Y	50%	60%	70%	75%	50	20	65	Y	Y
Kalamazoo, Mich.	—	—	23,564	26,239	20,490	23,123	18,979	21,464	17,888	20,212	12,872	19,484	6	Y	160	40	14-28	Y	10½	100%	100%	12	15,000	Y	—	50%	—	—	50	25	60	N	Y
Kettering, Ohio	23,733	31,138	25,605	26,250	22,027	24,378	—	—	—	—	15,330	20,114	7	N	74	40	10-20	Y	9	$300	100%	15	12,000	Y	—	—	—	—	52	15	—	Y	N
Lake Charles, La.	20,000	—	13,166	—	12,418	—	11,794	—	11,794	—	9,672	10,899	3	Y	108	40	14-28	Y	—	$160	50%	365	—	Y	66⅔%	75%	100%	—	50	20	65	N	Y
Lancaster, Penna.	29,840	—	25,520	—	21,550	—	18,740	—	18,740	21,550	11,000	16,295	4	Y	98	40	10-25	Y	16	—	100%	18	20,000	Y	Y	50%	56¼%	—	—	20	60	N	Y
Laredo, Tex.	19,500	23,000	15,180	16,680	14,520	16,020	13,860	15,360	13,200	14,700	9,900	12,840	5	Y	108	40	15-25	Y	10	$500	100%	15	—	Y	—	—	—	—	—	—	70	N	Y
Lawrence, Kans.	22,867	30,967	18,762	24,024	16,994	21,778	14,664	18,762	13,021	17,098	11,211	14,747	4	Y	77	40	12-18	Y	8	100%	100%	12	10,000	N	40%	50%	60%	66%	55	20	—	N	N
Lawrence, Mass.	29,073	37,794	21,663	28,161	19,342	25,144	17,279	22,451	—	—	13,204	19,522	2	Y	154	40	10-25	Y	10	$300	75%	15	2,000	Y	—	—	—	—	55	10	65	N	N
Lawton, Okla.	19,219	23,361	13,433	16,327	12,529	15,299	—	—	10,899	13,248	10,899	13,248	5	Y	133	40	10-20	Y	10	$250	100%	12	5,000	N	50%	60%	75%	75%	41	20	70	N	N
Lima, Ohio	20,326	24,126	—	—	16,011	18,902	14,811	17,449	13,766	16,157	12,812	14,956	5	N	83	40	25	Y	12	$180	100%	30	3,000	Y	—	50%	60%	66%	52	15	—	N	N
Longview, Tex.	24,000	24,000	15,996	15,996	14,998	14,998	14,100	14,100	13,400	13,400	11,250	13,056	2	Y	94	40	14-28	Y	8	$500	100%	10	—	N	—	—	—	—	60	15	65	N	Y
Lorain, Ohio	—	20,439	—	18,414	—	16,589	—	14,945	—	—	12,471	13,464	3	Y	93	40	14-28	Y	11	$425	100%	15	10,000	Y	30%	50%	60%	66%	52	25	—	Y	Y
Lower Merion, Pa.	—	40,040	—	32,594	25,778	27,940	21,773	22,840	—	20,779	14,500	19,864	3	Y	137	40	10-30	Y	14	100%	100%	60	25,000	Y	—	50%	50%	50%	50	25	60	Y	Y
Mansfield, Ohio	21,678	21,678	18,759	18,759	17,450	17,450	16,232	16,232	15,100	15,100	12,654	15,100	5	Y	86	40	14-35	Y	11	$350	100%	15	10,000	Y	—	50%	60%	66%	52	25	70	Y	Y
Melbourne, Fla.	19,718	24,627	17,410	21,757	16,881	18,606	14,466	16,881	10,440	14,062	10,828	15,371	18	N	80	40	10-20	Y	10	—	100%	12	2,000	N	40%	50%	60%	70%	50	10	—	N	N
Meridian, Miss.	17,867	23,462	16,324	17,867	—	—	11,752	15,413	11,752	15,413	9,651	13,957	12	Y	120	40	14-28	Y	10	100%	100%	12	9,000	Y	50%	58½%	66⅔%	66⅔%	48	30	65	N	N
Midland, Tex.	29,592	29,592	16,824	19,476	15,252	17,664	13,836	16,032	13,836	16,032	12,552	14,544	2	Y	130	40	28	Y	7	$275	100%	15	16,000	N	—	—	—	—	55	25	70	Y	N
Midwest City, Okla.	20,328	26,604	14,076	19,620	12,840	17,928	11,748	16,308	10,704	14,916	10,704	14,916	6	Y	80	40	12-24	Y	9	—	100%	12	7,500	N	50%	62½%	75%	75%	—	20	70	N	N
Milford, Conn.	24,265	26,840	20,521	21,750	19,718	20,415	16,746	17,469	[illegible]	—	13,495	15,420	4	Y	88	40	5-25	Y	12	$175	100%	15	—	N	—	50%	60%	70%	—	25	—	Y	Y
Modesto, Calif.	30,480	37,044	24,717	30,044	20,335	27,932	20,335	24,717	17,53[illegible]	22,385	16,703	20,303	3	N	113	40	10-25	Y	11	$300	100%	12	5,000	Y	—	—	—	—	55	—	62	N	Y
Mountain View, Ca.	38,820	—	32,796	—	29,208	—	19,680	23,916	17,040	[illegible],652	17,040	20,652	3½	N	70	40	10-20	Y	11	$270	100%	12	—	N	40%	50%	60%	70%	55	20	65	N	N
Mount Prospect, Ill.	—	33,000	—	—	—	26,500	24,279	25,335	—	21,860	13,356	21,110	6	Y	63	40	5-20	Y	8	$325	100%	12	10,000	Y	50%	60%	70%	75%	50	20	65	N	N

50,000 TO 100,000 (Continued)

City	CHIEF MIN.	CHIEF MAX.	CAPTAIN MIN.	CAPTAIN MAX.	LIEUTENANT MIN.	LIEUTENANT MAX.	SERGEANT MIN.	SERGEANT MAX.	DETECTIVE MIN.	DETECTIVE MAX.	PATROLMAN MIN.	PATROLMAN MAX.	PATROLMAN Years from Min. to Max.	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
Mount Vernon, N.Y.	—	29,213	—	28,213	—	24,533	—	21,333	18,550	19,050	12,250	18,550	4	Y	177	40	30	Y	11	$200	100%	15	—	Y	50%	50%	—	—	—	20	62	N	Y
Muncie, Ind.	—	16,000	—	15,200	—	14,600	—	14,000	—	14,000	13,400	14,300	7	Y	127	40	14-28	N	10	$700	100%	100%	10,000	N	50%	55%	60%	65%	—	20	—	N	Y
New Britain, Conn. .	—	24,570	—	21,004	—	19,992	—	18,513	—	16,363	13,851	15,331	2	Y	125	40	7-28	Y	13	$250	100%	75	$5,000	Y	—	50%	55%	60%	46	25	65	Y	Y
Newport Beach, Ca.	34,620	42,072	27,144	33,000	23,340	28,368	20,064	24,384	18,106	22,012	17,244	20,964	3½	N	99	40	12-24	Y	11	100%	100%	12	—	Y	40%	50%	58%	—	50	20	—	N	N
Newton, Mass.	—	32,000	—	25,085	—	21,814	—	18,968	—	16,879	14,735	16,879	2	Y	212	40	14-35	Y	12	$400	80%	15	2,000	Y	50%	60%	72%	75%	55	20	65	Y	N
Norman, Okla.	21,229	27,086	15,295	19,538	13,736	17,542	13,733	15,914	12,459	13,733	10,760	14,413	4½	Y	100	40	12-18	Y	9	$225	100%	12	20,000	N	50%	62½%	75%	75%	41	20	70	N	Y
No. Las Vegas, Nev.	27,092	31,407	20,159	23,370	16,781	21,271	15,514	19,631	13,615	18,479	13,125	16,378	7	Y	87	40	8-32	Y	10	$350	100%	12	10,000	Y	50%	62½%	75%	87½%	50	20	55	Y	Y
Norwalk, Conn.	—	27,335	19,803	23,743	18,244	21,659	16,401	19,652	15,331	18,296	13,544	16,087	5	Y	154	40	8-23	Y	—	$225	100%	15	10,000	N	50%	67½%	75%	75%	48	20	55	Y	Y
Oceanside, Calif. ..	—	—	25,380	26,652	23,016	24,168	20,880	21,924	12,828	18,960	12,828	18,960	5	N	105	40	10-15	Y	13	$210	50%	12	$5,000	Y	40%	50%	75%	75%	50	20	63	N	N
Ogden City, Utah ..	—	25,896	17,652	23,832	16,800	22,680	15,192	20,520	—	—	12,444	16,800	7	N	116	40	15	Y	12	$480	50%	12	2,000	Y	—	50%	55%	60%	55	25	70	N	Y
Ontario, Calif.	30,852	39,600	27,648	33,756	24,408	29,796	22,092	26,964	18,096	22,092	16,788	20,496	3½	N	106	40	12-21	Y	11	100%	—	12	5,000	N	—	—	—	—	50	20	60	N	Y
Orange, Calif.	31,560	38,352	26,940	32,760	23,448	28,512	20,376	24,780	—	21,546	16,440	21,546	2½	N	129	40	10-25	Y	9	$100	100%	12	3,000	N	—	—	—	—	55	5	65	N	N
Oshkosh, Wisc.	—	25,064	18,960	21,324	16,956	18,852	16,572	18,360	16,080	17,688	15,468	16,908	5	Y	88	37½	10-25	Y	10	$200	100%	12	—	N	—	—	—	—	55	25	60	N	Y
Owensboro, Ky.	15,143	19,070	—	13,675	—	13,194	—	12,866	—	13,675	11,806	12,551	2	Y	85	40	15	Y	8	$300	95%	12	2,000	Y	50%	62½%	75%	—	50	20	65	N	N
Oxnard, Calif.	33,000	38,400	—	—	20,400	27,000	18,590	22,686	17,278	21,071	16,081	19,611	3½	Y	85	40	10-20	Y	11	$250	80%	12	1,000	Y	50%	—	—	—	55	20	65	N	Y
Palo Alto, Calif. ...	42,244	—	32,801	—	28,891	—	25,438	27,352	—	—	21,340	22,942	3	N	—	40	10-20	Y	11	—	100%	12	—	N	50%	60%	75%	75%	50	—	55	Y	N
Parsippany-Troy Hills, N.J.	—	28,650	—	24,004	—	21,984	—	19,960	—	17,501	12,859	17,501	4	Y	86	36½	16-21	Y	12	$390	100%	15	25,000	Y	40%	60%	65%	65%	43	25	65	N	Y
Pawtucket, R.I.	—	23,014	—	18,262	—	17,079	—	15,475	—	14,134	12,049	14,134	½	Y	152	37½	15-27	Y	12	$560	100%	20	10,000	N	50%	60%	—	—	41	20	62	N	N
Penn Hills, Penna. .	—	24,500	—	23,625	—	21,477	—	19,524	—	18,637	14,269	17,749	3	Y	62	40	14-42	Y	13	$300	100%	18	10,000	Y	—	50%	50%	50%	50	25	60	Y	Y
Pensacola, Fla.	—	33,600	21,294	25,766	17,678	21,294	16,042	19,370	12,714	18,486	12,714	18,486	9	Y	136	40	12-18	Y	7	$200	100%	12	6,000	Y	60%	64%	67%	71%	55	20	65	Y	N
Petersburg, Va.	22,122	28,243	16,514	21,077	14,266	18,205	12,931	16,514	11,729	14,978	11,173	14,266	6	Y	85	42	12-24	Y	12	$300	100%	12	—	N	23%	36%	42%	52½%	55	5	60	N	N
Pompano Bch., Fla.	26,130	33,349	20,473	26,130	19,498	24,886	16,843	21,497	15,277	19,498	14,550	18,570	5	Y	131	40	10-20	Y	12	—	100%	12	20,000	Y	60%	75%	75%	75%	47	20	60	N	N
Port Arthur, Tex. ...	—	30,744	21,732	22,944	19,836	20,688	18,012	17,568	—	—	14,496	16,944	5	Y	109	40	15-27	Y	10	$440	100%	15	5,000	Y	—	—	—	—	50	25	—	N	Y
Quincy, Mass.	37,274	—	30,319	—	24,743	—	20,210	—	16,524	—	14,567	16,024	3	Y	219	20	14-35	Y	13	$300	100%	18	6,000	Y	—	—	—	—	55	32	65	Y	N
Rapid City, S.D. ...	27,000	29,999	18,000	20,999	18,000	20,999	15,636	16,181	11,360	15,531	10,815	14,797	5	Y	73	40	5-20	Y	9	$250	100%	14	—	N	40%	50%	60%	70%	55	5	70	N	N
Reading, Penna. ...	21,970	—	19,631	20,191	17,202	17,423	16,253	—	16,253	—	13,199	15,200	3	Y	163	40	14-33	Y	13	$250	100%	30	10,000	Y	50%	57%	57%	57%	50	20	—	Y	Y
Redondo Beach, Ca.	27,600	38,400	22,800	33,600	20,916	25,332	18,828	22,788	17,148	20,856	16,308	19,728	3	N	67	40	15-25	Y	12	—	100%	12	—	Y	54%	67%	75%	75%	50	10	60	N	Y
Richardson, Tex. ...	—	28,500	—	25,968	—	23,424	—	20,928	14,328	17,532	14,328	17,532	2½	Y	52	40	15	Y	7	$300	100%	15	—	Y	—	—	—	—	60	15	—	N	N
Richmond, Ca.	37,188	46,260	29,844	37,128	25,764	32,016	22,752	28,272	19,764	24,528	19,764	24,528	3	N	175	40	10-20	Y	12½	$300	100%	30	—	Y	—	—	—	—	50	5	60	N	N
Roseville, Mich. ...	29,927	32,144	26,450	27,710	24,046	25,191	21,322	22,901	—	—	12,235	19,742	4	Y	87	40	20-25	Y	11	$525	100%	100%	25,000	Y	46%	57½%	62%	67½%	50	20	60	Y	N
Royal Oak, Mich. ..	27,931	35,585	—	—	26,582	27,208	23,842	24,972	23,437	24,549	19,269	21,706	3	Y	100	40	14-25	Y	5	$150	100%	12	20,000	N	—	56%	67½%	78%	50	25	60	N	N
Saginaw, Mich.	20,000	34,000	25,557	30,828	21,149	26,807	19,485	23,110	—	—	15,627	20,000	4	Y	168	40	24-30	Y	—	$300	100%	12	—	Y	—	—	—	—	52	25	60	Y	Y
St. Clair Shores, Mi.	—	37,075	—	30,284	28,041	—	25,726	—	—	—	18,775	22,178	5	Y	105	40	20-28	Y	13	$550	100%	12	25,000	Y	—	60%	65%	70%	50	25	65	Y	Y
Salem, Ore.	36,732	—	25,656	—	23,328	—	21,204	—	13,164	18,480	13,164	18,480	5	N	103	40	12-22	Y	9	$312	100%	12	20,000	Y	—	33¾%	40½%	47¼%	55	25	60	N	N
Salinas, Calif.	32,976	39,096	24,720	30,048	22,428	26,604	20,340	24,720	18,444	22,428	16,728	20,340	3½	N	127	40	10-21	Y	12	$300	100%	12	—	N	40%	50%	75%	75%	50	20	70	N	N
San Mateo, Calif. ..	38,256	38,256	29,676	33,384	26,700	30,036	22,488	25,140	16,248	19,956	16,248	19,956	4	N	96	40	10-20	Y	12	$250	100%	12	2,000	Y	40%	50%	60%	70%	50	20	60	N	N
Santa Barbara, Ca.	—	37,752	—	30,160	—	26,234	19,292	23,426	16.562	20,150	15,782	19,188	4	N	122	40	10-28	Y	12	$150	100%	12	12,000	Y	40%	50%	60%	75%	50	5	60	N	N
Santa Clara, Calif. .	—	46,715	35,977	38,743	25,514	30,968	22,013	26,786	22,013	26,786	19,024	23,101	4	Y	133	40	15-20	Y	11½	$300	100%	12	15,000	—	—	—	—	—	50	5	60	Y	N
Santa Monica, Calif.	32,508	40,140	25,152	31,056	22,056	27,228	19,128	23,616	16,344	20,904	16,344	20,904	3	Y	131	40	12-18	Y	11	$180	100%	24	5,000	Y	40%	50%	64%	75%	50	20	60	N	N
Schenectady, N.Y. .	25,000	—	20,125	—	19,250	—	18,375	—	17,800	17,800	12,000	17,500	5	Y	125	40	28	Y	11	$250	100%	100%	10,000	Y	50%	50%	50%	50%	—	20	65	N	Y
Scottsdale, Ariz. ...	32,151	41,034	22,752	30,492	19,620	26,292	16,506	21,067	—	—	14,233	19,074	6	Y	120	40	15-20	Y	8	100%	100%	12	15,000	N	50%	55%	60%	60%	—	20	—	N	Y
Sioux City, Iowa ...	29,500	—	23,732	—	20,872	—	18,150	—	—	—	13,715	16,177	8	Y	113	40	5-25	Y	9	$500	100%	18	6,000	Y	—	50%	50%	50%	55	22	65	Y	Y
Sioux Falls, S.D. ...	25,687	30,443	21,798	23,489	19,564	21,975	17,186	18,535	—	—	14,342	16,246	5	Y	127	40	10-25	Y	9	$240	50%	12	10,000	Y	—	50%	60%	—	50	25	60	N	Y
Skokie, Ill	26,998	34,465	23,129	29,536	20,654	26,374	18,428	23,545	16,161	20,654	16,161	20,654	4	Y	114	40	10-20	Y	9	$225	50%	12	20,000	Y	50%	60%	70%	75%	50	20	—	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
50,000 TO 100,000 (Continued)																																	
Tempe, Ariz.	26,400	39,600	23,479	31,692	20,207	27,275	17,392	23,479	14,962	20,207	14,231	19,214	6	N	155	40	12-21	Y	10	$300	100%	12	5,000	Y	50%	55%	60%	60%	—	20	65	Y	Y
Trenton, N.J.	—	30,271	—	23,812	—	21,119	—	18,731	—	17,113	14,813	16,613	4	Y	342	40	22-30	Y	13	$500	100%	364	—	Y	—	60%	65%	65%	43	25	70	N	N
Tuscaloosa, Ala.	24,000	—	16,900	17,400	15,340	15,860	14,200	14,900	13,500	14,500	11,700	13,000	7	N	135	40	14-35	Y	7	—	100%	13	20,000	Y	—	—	—	—	—	25	70	Y	N
Tyler, Tex.	25,800	—	16,500	—	15,480	—	14,580	—	11,700	—	11,700	13,680	2	Y	105	40	15	Y	8	$540	100%	15	1,000	Y	—	—	—	—	—	28	—	N	N
Vallejo, Calif.	31,752	38,604	27,828	33,672	23,232	28,188	20,544	24,972	—	—	17,748	21,576	3	N	103	40	10-20	Y	11	$300	100%	12	—	Y	40%	50%	60%	75%	50	5	60	N	N
Ventura, Calif.	30,840	40,260	25,320	32,880	23,220	30,240	20,735	25,203	18,332	22,283	15,867	21,263	5½	N	70	40	10-20	Y	10	$100	100%	12	10,000	Y	50%	—	—	—	50	20	—	N	N
Vineland, N.J.	—	25,400	—	22,150	—	20,750	—	19,650	12,200	17,700	11,000	16,500	6	N	103	42	12-21	Y	14	$100	100%	15	—	Y	40%	60%	65%	65%	43	25	65	N	N
Warren, Ohio	—	25,614	—	20,155	—	18,526	—	17,571	—	—	14,257	15,415	2	Y	91	40	14-42	Y	12	$300	100%	—	10,000	Y	—	60%	—	72%	—	—	—	Y	N
Warwick, R.I.	25,533	—	19,089	—	17,646	—	16,052	—	15,508	—	12,168	14,360	3	Y	170	37½	8-24	Y	11	$325	100%	100%	—	N	50%	60%	60%	60%	—	20	—	Y	N
Waterloo, Iowa	—	26,950	—	19,267	—	18,188	—	16,956	—	16,956	12,100	16,052	5	Y	136	40	6-30	Y	11	$400	100%	20	10,000	Y	—	—	—	—	55	22	65	Y	Y
West Allis, Wisc.	26,436	35,776	22,339	27,310	20,758	25,352	19,063	19,988	18,855	19,700	14,268	17,680	4	Y	133	40	10-26	Y	10½	$100	100%	—	—	N	36%	45%	54%	63%	55	25	60	N	Y
West Covina, Calif.	—	41,256	—	—	—	33,156	21,996	26,736	18,384	23,088	18,180	21,456	3	N	51	40	10-20	Y	11	$160	100%	12	—	N	50%	50%	50%	50%	55	20	65	N	N
West Haven, Conn.	23,632	—	—	—	18,031	—	16,662	—	15,989	—	14,197	15,241	1	Y	95	40	5-25	Y	13	$250	100%	15	10,000	N	—	50%	60%	70%	43	25	65	Y	Y
W. Palm Bch., Fla.	—	33,176	21,659	23,899	19,404	21,403	16,972	18,699	16,164	17,820	12,360	15,017	3½	Y	150	40	12-18	Y	10	$150	50%	12	7,500	Y	45%	56%	61%	66%	50	20	60	N	N
Weymouth, Mass.	—	29,842	—	22,692	—	19,731	—	17,157	—	16,372	12,750	14,921	3	Y	113	37½	7-35	Y	11	$250	50%	15	2,000	Y	50%	60%	75%	80%	45	20	65	Y	Y
White Plains, N.Y.	36,500	36,500	30,800	30,800	26,785	26,785	23,290	23,290	21,200	21,450	15,025	20,250	3	Y	200	38	28-30	Y	12	$225	100%	100%	—	Y	50%	—	—	70%	—	20	62	Y	Y
Wichita Falls, Tex.	26,182	—	19,901	—	18,295	—	17,012	—	—	—	16,051	16,051	—	Y	129	40	15	Y	6	$225	100%	15	10,000	Y	—	—	—	—	—	28	65	N	N
Wyoming, Mich.	—	—	19,310	24,437	17,769	22,470	17,496	20,679	16,436	19,784	14,522	17,892	4½	Y	75	40	10-20	Y	13	$250	100%	12	15,000	N	—	50%	50%	50%	50	25	57	Y	N
POPULATION: 25,000 TO 50,000																																	
Aberdeen, S.D.	—	19,785	—	15,803	—	14,644	—	14,180	—	13,213	10,677	13,213	2	Y	37	40	5-20	Y	9	$200	100%	18	5,000	Y	40%	50%	60%	70%	55	5	70	Y	N
Alice, Tex.	19,500	—	—	—	14,004	23,496	12,324	21,216	12,324	21,216	11,928	20,040	20	Y	30	40	10	Y	6	$200	100%	—	5,000	N	—	—	—	—	62	20	65	N	N
Allen Park, Mich.	29,082	—	—	—	22,645	—	21,810	—	21,810	—	14,150	21,000	5	Y	55	40	20-29	Y	9	$375	100%	14	17,500	Y	50%	70%	70%	70%	52	20	57	Y	Y
Alton, Ill.	—	23,004	17,244	18,036	16,704	17,292	15,540	16,020	—	—	14,064	15,108	3	Y	63	40	5-25	Y	9	$400	100%	12	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Altus, Okla.	18,000	18,000	11,304	13,704	—	—	10,248	12,444	9,336	11,340	9,336	11,340	4	N	36	40	10-30	Y	12	$600	100%	12	5,000	N	50%	62½%	75%	—	—	20	70	N	N
Ames, Iowa	—	26,620	—	19,713	—	—	—	17,785	—	16,007	12,575	15,204	3	Y	48	40	10-20	Y	11	100%	100%	12	10,000	Y	50%	—	—	—	55	22	65	N	N
Anderson, S.C.	16,290	20,794	12,305	15,714	12,331	14,462	10,284	13,129	10,284	13,129	9,324	11,909	10	Y	61	42	12-21	Y	6½	—	100%	10	—	N	40%	44%	52%	61%	55	20	65	N	N
Annapolis, Md.	23,916	30,624	16,665	21,854	15,346	19,892	14,127	18,329	11,957	16,525	11,957	16,525	8	Y	98	40	15	Y	14	$335	100%	15	16,000	Y	40%	50%	60%	60%	55	20	—	Y	N
Anniston, Ala.	19,515	23,192	17,698	18,584	16,437	17,698	13,845	16,437	—	—	9,791	13,845	7	N	85	40	14-30	N	9	$300	100%	12	—	Y	28%	35%	42%	49%	60	25	60	N	N
Antioch, Calif.	27,180	33,036	24,180	29,388	21,696	26,376	19,344	23,580	—	—	16,560	20,136	3½	N	53	40	15-30	Y	13	$300	100%	12	3,000	Y	40%	50%	75%	75%	50	20	65	Y	Y
Ashland, Ky.	—	22,500	14,061	14,583	12,631	13,085	11,768	12,200	12,200	12,631	10,588	11,359	1	Y	37	40	15-25	Y	8	$260	100%	30	5,000	N	50%	62½%	75%	75%	50	20	65	N	Y
Attleboro, Mass.	25,113	28,879	—	—	19,847	23,816	17,259	20,710	—	—	11,630	18,008	7	Y	60	40	14-28	Y	11	$225	75%	15	2,000	Y	—	50%	80%	—	—	—	65	Y	N
Auburn, Ala.	22,000	—	15,456	20,628	12,768	17,052	11,652	15,564	10,212	13,632	10,212	13,632	10	N	40	48	12	Y	7	$200	100%	12	5,000	N	40¼%	50%	60%	70%	60	30	70	N	Y
Auburn, Me.	18,500	24,500	15,369	18,682	13,405	15,525	11,586	13,405	—	—	10,501	12,168	4	N	39	42	12-20	Y	10	$250	100%	12	—	Y	—	50%	—	—	—	10	—	N	Y
Auburn, N.Y.	—	—	—	18,901	—	—	—	17,796	—	17,322	13,759	16,375	2½	Y	62	40	14-28	Y	10	$275	—	—	—	Y	—	50%	50%	50%	46	25	65	N	Y
Austin, Minn.	25,376	—	19,947	—	18,636	—	17,992	—	17,992	—	13,832	17,472	4	N	31	40	10-25	Y	11	$300	100%	12	4,000	Y	50%	50%	50%	50%	50	20	65	Y	Y
Austintown, Ohio	—	20,162	—	18,329	—	17,130	—	15,572	14,831	15,572	—	14,125	—	Y	27	40	10-25	Y	10	$200	100%	15	6,000	N	—	—	90%	90%	51	30	—	N	Y
Azusa, Calif.	26,925	32,010	24,576	29,250	22,984	27,516	18,965	22,675	17,013	20,377	16,178	19,401	3½	N	46	40	16	Y	11	$350	100%	12	7,000	Y	—	—	—	—	55	5	65	N	N
Baldwin Park, Calif.	22,402	27,290	21,299	25,958	19,302	23,504	17,056	20,800	14,352	17,472	14,352	17,472	3½	N	38	40	12-24	Y	11	$360	100%	12	3,000	N	—	—	—	—	55	20	—	N	N
Bangor, Me.	—	26,045	17,389	20,987	15,850	19,115	13,790	16,536	—	—	10,400	13,156	4	N	66	40	10-15	Y	11	100%	100%	15	—	Y	50%	—	—	—	—	20	—	N	Y
Barberton, Ohio	27,033	28,033	24,725	25,725	21,566	22,566	18,795	19,795	—	—	15,670	17,364	2½	Y	46	40	14-42	Y	12	$350	100%	15	—	Y	—	50%	60%	66%	52	25	—	N	Y
Bartlesville, Okla.	19,000	25,000	17,284	19,052	15,454	17,056	13,582	14,976	11,315	13,083	11,315	13,083	3½	Y	50	40	10-25	Y	9	$100	100%	100%	—	N	50%	62½%	75%	—	41	20	70	N	N
Bay City, Mich.	—	27,560	—	24,384	—	22,891	—	21,788	—	20,447	14,040	20,447	4	Y	81	40	10-25	Y	10	$350	100%	12	20,000	N	40%	50%	60%	70%	55	25	—	Y	N
Belleville, Ill.	24,000	24,000	22,500	22,500	21,000	21,000	15,400	19,400	—	—	13,700	18,940	20	Y	61	40	10-20	Y	11	$300	100%	15	7,500	Y	50%	60%	70%	75%	50	20	65	Y	Y

25,000 TO 50,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Bellingham, Wash.	26,256	35,508	21,384	28,920	—	—	19,932	23,796	17,700	21,132	15,708	19,908	7	N	68	40	10-21	Y	11	—	100%	12	—	Y	—	50%	—	—	55	25	65	N	N
Belmont, Calif.	27,972	34,008	23,544	28,620	22,788	27,698	19,716	23,976	—	—	16,380	19,716	4	N	26	40	10-20	Y	14	$210	50%	12	10,000	Y	40%	50%	60%	70%	55	5	—	N	N
Belmont, Mass.	—	—	25,116	28,860	21,840	26,208	18,980	22,776	—	—	15,028	19,812	3	Y	60	32	16-34	Y	11	$225	50%	100%	2,000	Y	—	50%	80%	80%	55	30	65	Y	N
Beloit, Wisc.	—	29,500	—	23,500	—	—	—	21,000	—	18,919	13,045	18,279	17	N	66	40	10-25	Y	11	$250	100%	12	—	Y	36%	45%	54%	63%	55	—	55	N	N
Bergenfield, N.J.	—	31,563	—	25,229	—	23,411	—	21,429	—	—	12,363	19,476	5	Y	51	40	12-25	Y	12	$350	100%	—	—	Y	—	60%	65%	70%	—	25	70	N	N
Beverly, Mass.	—	30,609	—	23,478	—	20,416	—	17,753	—	—	14,753	15,304	1	Y	72	37½	14-24	Y	11	$325	75%	20	3,000	Y	—	—	—	—	55	20	—	Y	Y
Beverly Hills, Calif.	37,152	46,152	31,546	42,511	26.399	29,424	21,875	24,382	20,720	22,430	16,678	20,720	3½	N	79	40	10-20	Y	11	$150	100%	12	5,000	Y	40%	50%	75%	75%	50	20	55	N	N
Birmingham, Mich.	26,000	32,000	26,000	26,000	23,000	24,805	21,778	23,427	20,274	21,840	16,808	20,462	3	Y	37	40	14-38	Y	0	$200	100%	12	—	N	—	50%	60%	70%	55	10	—	N	Y
Bismarck, N.D.	22,968	29,328	17,988	22,968	16,320	20,832	14,088	17,988	—	—	12,780	16,320	4	Y	59	40	12-24	Y	9	—	100%	12	5,000	Y	40%	50%	60%	70%	48	15	70	—	—
Bloomington, Ill.	26,000	32,000	—	—	23,000	28,000	20,000	23,000	—	—	15,470	18,800	20	Y	54	40	14-42	Y	11	$300	100%	—	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Bloomington, Ind.	19,250	21,000	15,450	17,700	14,950	17,200	14,650	16,900	13,100	15,350	12,000	12,900	19	Y	64	40	10-20	Y	11	$700	100%	100%	6,000	N	50%	60%	70%	—	—	—	—	Y	—
Bossier City, La.	17,520	25,080	14,712	19,980	12,912	17,520	11,880	16,056	—	—	9,912	15,372	10	Y	94	40	15-30	Y	6	100%	100%	12	—	Y	—	—	—	—	—	20	—	N	N
Bowling Green, Ky.	20,228	24,596	13,676	14,768	—	—	12,636	13,156	12,636	13,156	10,400	12,168	5	Y	70	40	15-21	Y	5	$150	100%	12	10,000	Y	50%	62½%	75%	87½%	50	20	57	N	Y
Bowling Green, Ohio	19,822	25,126	17,222	21,819	15,662	19,822	14,269	18,054	—	—	13,000	16,411	6	Y	26	40	10-25	Y	9	$250	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	Y
Bradenton, Fla.	—	24,232	—	—	—	16,952	—	15,184	—	14,560	11,856	13,936	1	Y	36	40	13	Y	8½	—	100%	13	—	N	—	—	—	—	50	20	55	N	Y
Braintree, Mass.	—	32,746	—	23,742	20,562	21,410	17,841	18,577	—	—	13,900	15,743	3	Y	80	37½	10-25	Y	11	$300	50%	15	7,500	Y	—	—	—	—	45	20	65	Y	N
Bremerton, Wash.	30,071	30,863	24,519	25,103	—	—	22,035	22,560	21,112	21,614	17,326	20,271	5	Y	62	40	13-26	Y	11	$275	100%	13	—	Y	—	50%	60%	—	50	25	60	N	N
Bristol, Tenn.	18,561	23,613	12,641	16,068	—	—	10,437	13,264	10,437	13,264	9,481	11,484	5	Y	58	40	10-20	Y	6	—	100%	12	10,000	Y	—	—	—	—	55	25	55	N	N
Brook Park, Ohio	—	26,250	—	24,000	—	22,000	—	21,680	16,130	19,530	16,130	19,530	2	Y	43	40	10-25	Y	9	$400	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	Y
Burlington, Iowa	20,488	23,256	16,968	19,548	15,864	19,176	—	—	12,360	13,668	12,360	13,668	2	Y	36	40	5-35	Y	9	$200	100%	24	10,000	Y	—	50%	50%	50%	55	22	—	N	N
Burlington, Vt.	—	24,361	—	17,763	—	15,807	—	15,072	—	—	9,459	12,183	6	N	73	40	10-20	Y	12½	$175	100%	18	12,000	N	—	50%	—	—	55	25	60	N	N
Butte-Silver Bow, Mt.	17,500	17,500	18,300	18,375	15,990	17,115	13,635	14,485	14,065	14,215	14,260	14,350	25	Y	58	40	15-24	Y	13	$420	100%	12	5,000	N	50%	55%	60%	60%	55	25	65	N	Y
Calumet City, Ill.	24,304	26,734	21,320	23,452	19,837	21,820	19,050	20,955	—	—	18,154	19,969	10	Y	49	40	14-35	Y	11	$300	80%	100%	20,000	Y	50%	60%	70%	75%	50	20	65	N	Y
Campbell, Calif.	—	35,000	24,800	30,288	22,452	27,408	19,824	24,192	—	—	17,064	20,832	4½	N	28	40	10-20	Y	12	$200	100%	12	10,000	N	40%	50%	71%	—	50	5	60	N	N
Cape Girardeau, Mo.	12,000	23,040	10,608	19,728	10,104	18,744	9,600	17,808	—	—	8,136	16,656	20	Y	48	40	12	Y	10	100%	100%	12	—	Y	—	—	—	—	55	5	65	N	Y
Carbondale, Ill.	12,761	14,700	—	—	8,716	10,041	7,912	9,116	—	—	7,006	7,882	25	Y	3[illegible]	40	10-20	Y	9	$250	50%	12	—	N	50%	60%	65%	65%	50	20	65	N	Y
Carlsbad, N.M.	20,412	20,412	16,500	16,500	13,776	13,776	12,900	12,900	13,752	13,752	12,528	12,528	—	N	[illegible]4	40	10-20	Y	9	—	50%	12	—	N	—	—	—	—	65	10	65	Y	Y
Carpentersville, Ill.	—	24,500	—	—	—	20,829	19,284	20,016	—	20,016	15,648	18,528	5	Y	35	40	14-28	Y	8½	100%	100%	15	10,000	Y	50%	60%	70%	75%	50	20	62	N	Y
Casper, Wyo.	25,068	30,480	21,660	—	20,628	—	19,656	—	17,928	—	13,296	17,808	4	N	81	40	20	Y	—	$200	100%	18	13,000	Y	50%	62½%	—	—	42	20	60	N	N
Chapel Hill, N.C.	20,318	27,228	13,752	18,429	12,473	16,715	—	—	10,775	14,439	10,775	14,439	7	N	72	56	15	Y	9	$400	100%	12	—	N	100%	100%	100%	100%	55	15	—	N	N
Charlottesville, Va.	23,246	31,190	17,325	23,246	14,957	20,068	12,912	17,325	11,147	14,957	11,147	14,957	—	N	85	40	10-25	Y	10	100%	100%	15	—	N	40%	50%	60%	70%	55	30	60	N	N
Cheltenham, Penna.	—	28,000	—	—	—	21,934	—	20,000	—	17,700	15,985	18,070	3	Y	79	40	10-25	Y	13	$250	100%	14	20,000	Y	—	50%	50%	50%	55	25	60	N	Y
Cheyenne, Wyo.	21,974	—	20,568	—	19,080	—	17,592	—	12,600	15,504	12,600	15,504	6	Y	70	40	10-25	Y	10½	100%	100%	15	—	Y	50%	62%	62%	62%	—	20	60	N	N
Chillicothe, Ohio	15,808	18,949	13,749	16,557	—	—	12,917	15,725	14,706	14,706	12,168	14,706	4	Y	45	40	10-25	Y	10	100%	100%	15	5,000	Y	50%	60%	67½%	72%	52	25	—	Y	Y
Chino, Calif.	27,084	36,564	26,568	31,884	24,564	29,472	22,032	26,436	17,320	20,940	16,392	19,920	3½	N	36	40	11-20	Y	11½	$120	100%	12	2,000	N	50%	—	—	—	55	10	70	N	N
Clinton, Iowa	—	22,656	—	17,606	—	—	15,356	16,609	—	—	12,621	15,356	15	N	45	40	15-30	Y	11	$215	100%	15	—	Y	—	—	—	—	55	22	—	N	Y
Clovis, N.M.	19,850	29,776	15,819	23,728	14,124	21,186	12,622	18,939	10,632	17,030	9,672	16,070	—	N	57	40	10-20	N	10	—	50%	12	—	N	—	—	—	—	60	25	70	N	N
Columbia, Tenn.	14,292	15,972	—	—	11,424	13,272	10,596	12,372	10,596	12,372	10,092	11,808	2	N	40	40	10-20	Y	7	100%	100%	—	—	Y	—	—	—	—	55	15	65	N	Y
Columbus, Ind.	—	18,910	—	14,935	—	14,405	—	13,928	—	13,610	—	13,320	—	Y	58	40	14-21	Y	12	$600	50%	—	10,000	N	50%	60%	70%	74%	41	20	—	N	Y
Coon Rapids, Minn.	32,500	32,500	30,000	30,000	—	—	24,150	26,320	22,000	24,000	16,464	21,000	3	Y	44	40	10-20	Y	11	$250	50%	12	5,000	Y	50%	60%	70%	75%	55	20	63	N	Y
Coral Gables, Fla.	32,076	—	26,368	27,668	23,898	25,094	19,182	21,142	—	—	14,296	18,263	5	Y	130	40	10-18	Y	10	$250	100%	10	5,000	N	—	—	—	—	55	30	65	N	N
Corona, Calif.	—	30,372	—	—	20,352	24,744	18,456	20,440	17,577	21,370	15,192	18,456	4	Y	43	40	13-20	Y	9	$480	100%	12	50,000	N	50%	67½%	75%	75%	50	20	60	N	N
Cortland, N.Y.	—	—	—	—	16,788	18,177	15,402	16,788	—	—	12,661	15,402	20	Y	37	40	10-20	Y	11	$250	100%	15	3,000	Y	—	—	—	—	—	20	—	Y	Y
Coventry, R.I.	—	18,700	—	16,686	—	15,595	—	14,574	—	14,098	11,118	13,621	3	N	45	37½	12-24	Y	10	$400	100%	100%	10,000	Y	—	50%	—	—	55	25	60	N	N

25,000 TO 50,000 (Continued)

	CHIEF MIN.	CHIEF MAX.	CAPTAIN MIN.	CAPTAIN MAX.	LIEUTENANT MIN.	LIEUTENANT MAX.	SERGEANT MIN.	SERGEANT MAX.	DETECTIVE MIN.	DETECTIVE MAX.	PATROLMAN MIN.	PATROLMAN MAX.	PATROLMAN Years from Min. to Max.	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
Covina, Calif.	30,360	36,912	27,456	33,372	24,204	29,412	21,864	26,568	18,876	22,956	17,124	20,820	3	N	44	40	12-27	Y	11	$225	100%	12	10,000	N	50%	50%	50%	50%	55	20	65	N	N
Cranford, N.J.	—	26,535	22,256	25,372	21,216	24,980	20,176	23,892	—	—	13,936	21,020	3	N	43	40	15-30	Y	12	$300	100%	15	10,000	N	—	60%	—	—	—	25	—	N	N
Crystal, Minn.	—	—	—	—	23,280	23,280	21,876	21,876	20,532	20,532	12,552	19,512	3	Y	30	40	10-20	Y	11	—	50%	12	5,000	Y	44%	50%	53%	53%	50	20	—	N	N
Culver City, Calif.	—	40,770	—	33,975	—	29,544	—	25,671	—	—	16,636	23,470	4	N	82	40	5-20	Y	12	$225	100%	12	10,000	Y	—	—	—	75%	50	20	65	N	N
Cumberland, Md.	20,332	22,204	—	—	13,156	14,404	12,324	13,468	—	—	10,738	11,648	3	N	63	40	10-30	Y	12	100%	100%	15	2,000	Y	50%	50%	50%	50%	60	25	65	N	Y
Danvers, Mass.	—	28,784	—	22,235	19,760	21,278	17,492	18,844	13,107	16,660	13,107	16,660	2½	Y	41	40	10-25	Y	11	$275	50%	15	—	Y	—	—	—	—	55	20	65	Y	N
Danville, Ill.	—	24,600	—	—	—	21,465	—	18,020	14,726	16,199	12,482	16,199	15	Y	72	40	10-30	Y	8	$289	100%	20	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Danville, Va.	23,988	33,708	16,284	22,836	14,760	20,736	11,688	16,284	11,688	16,284	9,540	13,428	8	N	91	40	12-24	Y	8½	100%	50%	12	5,000	N	40%	50%	60%	70%	60	30	60	N	N
Dekalb, Ill.	31,000	31,000	—	—	23,683	23,683	20,481	21,511	13,999	18,591	13,999	18,591	5	Y	43	40	10-20	Y	14	$325	100%	12	10,000	N	50%	60%	70%	75%	50	20	70	N	Y
Del City, Okla.	17,700	23,088	15,408	20,088	13,308	18,048	13,020	16,620	13,020	16,620	11,448	14,784	8	Y	34	40	10-24	Y	8	100%	100%	12	20,000	N	50%	66⅔%	75%	75%	41	20	65	N	N
Delray Beach, Fla.	22,048	31,018	17,264	24,310	15,678	22,048	14,222	19,994	12,896	18,148	12,896	18,148	7½	N	74	40	12-18	Y	10	$300	100%	12	15,000	Y	50%	60%	70%	75%	52	20	65	N	N
Depew, N.Y.	—	23,126	—	20,381	—	19,933	—	17,698	—	17,335	9,000	16,611	3	Y	31	40	14-35	Y	12	$162	100%	18	20,000	Y	—	50%	—	—	—	25	62	N	Y
Dothan, Ala.	—	22,000	14,014	17,706	12,168	15,392	11,102	14,014	—	—	9,256	12,740	4½	N	81	40	10-18	Y	11	$400	100%	10	5,000	Y	50%	50%	57%	62%	—	20	70	N	Y
Downers Grove, Ill.	23,585	32,378	—	—	20,636	30,955	18,152	27,229	15,174	22,761	13,024	19,536	—	Y	50	40	10-20	Y	10	100%	100%	12	10,000	Y	50%	60%	—	—	50	20	—	N	N
East Haven, Conn.	19,883	—	16,842	—	16,264	—	15,536	—	15,536	—	11,968	14,338	3	N	47	40	14-35	Y	12	$375	100%	15	—	Y	—	50%	—	—	—	25	65	N	Y
Eastlake, Ohio	24,377	—	—	—	22,152	—	20,134	—	18,304	—	16,640	18,304	1	Y	28	40	14-42	Y	11	$400	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	N
Easton, Penna.	21,577	21,577	18,265	18,265	16,608	16,608	15,148	15,148	15,148	15,148	13,850	14,433	2	Y	51	40	17-29	Y	10	$300	100%	15	10,000	Y	50%	51%	52%	53%	50	20	60	Y	Y
East Point, Ga.	20,226	22,248	16,425	18,976	14,898	16,393	13,514	15,612	13,514	13,514	11,673	13,486	3	Y	94	40	12-20	Y	7	$250	50%	12	29,000	N	—	—	—	—	50	25	65	N	N
Eau Claire, Wisc.	20,736	26,817	16,355	20,390	15,082	18,800	14,077	17,541	12,765	15,902	12,548	15,632	4	Y	73	38	10-25	Y	7	$100	100%	12	—	N	36%	45%	54%	63%	55	—	55	N	Y
Eldorado, Ark.	—	18,345	14,144	15,204	—	13,303	—	12,073	12,073	15,204	9,651	11,585	7	Y	46	40	15	Y	13	$360	100%	90	10,000	Y	50%	55%	55%	55%	41	20	65	N	Y
Elk Grove Village, Ill.	22,522	32,785	—	—	18,733	27,270	17,940	26,115	—	—	15,416	22,441	—	N	63	40	10-20	Y	9	$400	100%	12	—	N	50%	60%	70%	75%	50	20	70	N	Y
Elkhart, Ind.	—	19,794	—	16,881	15,773	16,334	15,362	15,535	15,362	—	12,766	14,328	2	Y	99	40	15-28	Y	11	$500	100%	12	5,000	N	50%	60%	70%	70%	41	20	—	N	N
Elmwood Park, Ill.	27,000	—	22,000	—	20,600	—	19,000	—	—	—	13,000	18,000	3	Y	33	40	14-35	Y	2	$200	100%	60	25,000	Y	50%	60%	70%	70%	55	20	65	N	Y
Emporia, Kans.	16,589	28,188	—	—	17,560	19,440	14,774	17,042	13,219	15,487	11,146	14,515	5	N	37	40	12	Y	8	—	100%	12	—	N	40%	50%	60%	66%	55	20	70	N	Y
Enfield, Conn.	—	22,161	—	—	—	18,101	—	16,050	—	15,195	12,626	14,567	3	N	76	40	12-30	Y	12	$175	100%	15	10,000	N	50%	60%	70%	75%	50	20	65	Y	N
Englewood, Colo.	30,000	35,000	—	27,252	—	24,828	—	22,620	—	18,960	14,808	18,960	3	Y	70	40	12-18	Y	11	$240	100%	6	20,000	Y	50%	55%	60%	60%	55	20	—	N	N
Evergreen Park, Ill.	—	27,805	—	—	23,715	24,520	21,467	22,479	20,344	20,961	14,216	20,344	4	Y	43	40	14-28	Y	9	$275	100%	12	10,000	Y	50%	60%	70%	75%	50	20	65	N	Y
Fairborn, Ohio	17,388	23,400	—	—	15,100	20,217	14,081	18,283	12,750	16,619	12,750	16,619	6	Y	36	40	10-20	Y	9	$250	100%	15	10,000	Y	30%	50%	60%	66%	52	25	—	Y	N
Farmington, N.M.	22,673	35,064	16,136	24,960	14,403	22,272	13,090	20,244	11,400	16,836	11,400	16,836	4½	N	75	40	12-30	Y	10	—	50%	12	—	N	—	50%	75%	—	—	25	—	N	—
Fond Du Lac, Wisc.	25,292	25,292	21,182	21,182	17,503	18,387	16,909	17,789	16,909	17,789	13,980	16,383	1½	Y	54	38½	10-25	Y	7½	$230	100%	12	—	N	36%	45%	54%	63%	55	25	—	Y	N
Fontana, Calif.	—	28,200	—	—	20,988	26,268	18,756	23,472	17,532	21,948	15,672	20,988	4	N	38	40	15-30	Y	12	$250	100%	12	—	Y	40%	50%	75%	75%	50	25	60	N	N
Fort Dodge, Iowa	18,574	22,588	15,288	18,574	13,873	16,848	13,208	16,057	—	—	11,980	14,560	10	N	47	40	7-42	Y	11	$375	100%	30	0	Y	—	50%	50%	50%	55	22	65	Y	Y
Fort Lee, N.J.	—	26,611	—	22,288	—	20,769	—	19,500	—	19,000	13,090	18,000	2	Y	77	40	12-20	Y	12	$250	100%	15	10,000	Y	40%	60%	65%	65%	43	25	65	N	N
Fort Myers, Fla.	20,795	30,153	15,513	22,494	—	—	15,223	20,409	12,939	18,411	10,920	17,631	—	—	71	40	10-20	Y	9	—	100%	12	20,000	Y	40%	50%	60%	70%	55	20	—	N	Y
Fort Pierce, Fla.	18,657	26,124	14,622	20,467	12,625	17,680	11,460	16,036	10,400	14,560	10,400	14,560	—	N	67	40	12-30	Y	10	100%	100%	12	7,000	Y	40%	50%	60%	70%	55	10	60	N	N
Ft. Walton Bch., Fla.	21,860	30,763	13,436	18,886	12,188	17,139	11,044	15,558	—	—	10,025	14,102	8½	Y	42	40	10	Y	8	$200	100%	10	20,000	—	—	—	—	—	55	10	60	N	N
Freeport, Ill.	15,604	22,662	—	—	14,208	18,696	13,506	17,772	—	—	11,772	15,288	17	Y	40	40	20	Y	9	$200	100%	12	0	N	50%	60%	75%	80%	50	20	65	N	N
Fridley, Minn.	—	—	—	—	—	—	—	—	—	—	13,656	21,000	3	Y	31	40	12-20	Y	11	100%	100%	12	10,000	Y	46%	53%	56%	—	50	20	60	N	N
Galesburg, Ill.	27,064	29,839	22,266	24,548	20,196	22,266	18,318	19,234	15,730	18,304	14,992	17,446	4	Y	48	40	20-35	Y	0	$50	100%	12	10,000	Y	20%	60%	70%	70%	50	20	65	N	Y
Gardena, Calif.	32,324	40,596	29,460	35,880	26,664	32,496	21,528	26,160	19,104	23,220	17,764	21,600	3	N	80	40	14-28	Y	11	$200	100%	180	2,000	Y	54%	67½%	75%	75%	50	5	60	N	Y
Garden City, Mich.	29,200	—	24,466	—	23,366	—	22,266	—	21,001	—	16,005	20,000	5	Y	45	40	12-27	Y	13	$450	100%	12	10,000	Y	—	—	—	—	—	25	65	Y	Y
Garden City, N.Y.	—	32,100	—	—	26,750	27,830	23,750	24,830	—	—	14,338	21,180	15	Y	41	40	20-27	Y	12	$269	100%	10	20,000	Y	50%	50%	50%	50%	—	20	60	Y	N
Garfield Hts., Ohio	—	27,900	—	23,244	—	20,824	—	18,866	—	16,866	14,054	16,866	2	Y	44	40	10-20	N	10	$200	100%	15	0	Y	30%	50%	60%	66%	52	25	—	N	Y
Gladstone, Mo.	27,176	27,176	19,776	24,024	—	—	17,064	20,772	14,712	17,916	14,064	17,064	3	N	40	40	10-20	Y	9	—	100%	12	3,000	N	—	—	—	—	55	20	65	N	Y

25,000 TO 50,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Glen Cove, N.Y.	—	40,000	—	34,575	—	31,887	—	29,358	—	—	17,177	24,953	5	Y	48	40	20-27	Y	13	$300	100%	27	—	Y	50%	—	—	—	—	20	62	Y	N
Glendora, Calif.	—	38,067	25,709	31,256	23,323	28,341	21,156	25,709	18,180	20,337	15,840	20,337	3½	N	40	40	12-19	Y	12	$250	100%	12	4,000	N	50%	—	—	—	55	—	62	N	N
Gloucester Twp., N.J.	27,414	27,414	24,414	24,414	22,914	22,914	21,414	21,414	19,914	19,914	13,394	18,414	1	Y	63	40	12-30	Y	15	$500	100%	21	0	Y	—	60%	65%	—	55	25	65	Y	N
Golden Valley, Minn.	—	35,000	—	—	—	31,000	—	27,000	—	24,000	12,000	23,000	3	Y	22	40	10-20	Y	11	100%	100%	12	5,000	Y	50%	62½%	75%	87½%	55	10	65	N	N
Grand Island Neb.	22,500	24,000	16,300	20,144	15,650	18,079	14,375	16,461	11,244	15,812	11,592	16,115	10	Y	42	40	10-20	Y	7	$504	100%	12	5,000	Y	—	50%	55%	—	55	25	65	Y	Y
Granite City, Ill.	25,528	—	22,428	—	21,384	—	19,944	20,508	18,780	22,428	15,924	19,500	15	Y	52	40	35	Y	9	$150	100%	18	2,000	N	60%	70%	75%	75%	50	20	65	N	Y
Hackensack, N.J.	—	—	23,200	—	21,700	—	20,450	—	—	—	9,700	17,600	3	Y	101	40	18-33	Y	11	$300	100%	15	—	Y	—	60%	65%	—	—	25	—	N	N
Hagerstown, Md.	17,932	24,213	15,705	21,189	14,391	18,728	13,173	17,134	14,486	15,350	10,550	14,550	3	N	91	40	5-20	Y	11	—	100%	15	5,000	Y	—	—	55%	55%	—	30	65	N	Y
Hallandale, Fla.	32,662	—	28,321	—	22,605	24,850	18,000	21,950	14,595	18,270	13,900	17,400	5	Y	83	40	21	Y	2	$120	100%	12	25,000	Y	50%	65%	75%	75%	57	10	62	N	N
Harlingen, Tex.	—	—	13,920	—	—	—	12,000	—	10,920	—	9,888	12,000	3	Y	58	40	15	Y	6	$250	100%	15	1,000	Y	—	—	—	—	—	15	65	N	N
Harvey, Ill.	—	—	22,229	—	20,328	—	19,631	—	19,053	—	16,397	17,864	2	Y	62	40	10-30	Y	14	$175	100%	15	10,000	Y	50%	60%	60%	60%	50	20	—	N	Y
Hastings, Neb.	17,820	26,340	12,936	17,820	—	—	12,240	17,040	10,500	17,040	10,500	14,040	8	Y	34	40	10-20	Y	8	$480	100%	12	5,000	Y	—	50%	50%	50%	55	25	70	N	N
Helena, Mont.	19,776	24,612	16,332	17,304	—	—	13,836	14,532	—	—	10,632	13,092	5	Y	28	40	15-24	Y	11	$275	100%	12	5,000	Y	50%	55%	60%	60%	50	20	65	N	N
Hempstead, N.Y.	—	35,000	—	31,000	26,598	27,998	24,271	25,221	22,131	24,678	15,735	21,528	10	Y	87	40	30-45	Y	14	$325	100%	26	20,000	Y	50%	—	—	—	—	20	62	Y	N
Henderson, Ky.	15,350	18,678	—	—	11,710	14,227	10,587	12,896	10,587	12,896	9,589	11,690	5	N	31	40	15	Y	8	$150	100%	12	2,000	Y	50%	62½%	75%	75%	41	20	65	N	Y
Highland, Ind.	—	22,295	—	20,878	—	20,277	—	19,100	—	18,585	15,766	17,451	3	Y	33	40	14-28	N	5	$400	100%	—	10,000	N	50%	60%	70%	74%	55	20	—	N	N
Highland Park, Ill.	—	—	—	—	19,988	26,786	18,130	24,296	15,471	20,742	15,471	20,742	4½	Y	56	40	10-20	Y	9	100%	100%	12	0	Y	50%	60%	70%	75%	50	20	63	N	Y
Highland Park, Mi.	—	32,235	—	28,031	—	25,483	—	23,166	—	21,060	13,070	18,900	4	Y	71	40	20-22	Y	9	—	100%	30	25,000	Y	—	50%	50%	50%	55	25	60	Y	N
Hobbs, N.M.	—	27,500	16,349	24,658	14,830	22,257	13,458	20,492	12,813	17,681	12,813	17,681	5½	N	64	40	12-15	Y	8	—	50%	12	5,000	N	—	40%	50%	—	55	25	70	N	Y
Holland, Mich.	27,227	34,590	—	—	19,011	23,795	16,889	20,800	16,099	19,780	14,622	17,846	3½	Y	50	40	7-28	Y	9	$300	100%	13	20,000	N	40%	50%	60%	70%	60	25	65	N	Y
Hopkinsville, Ky.	—	17,424	—	13,778	—	—	—	12,654	—	11,912	10,764	11,768	1	Y	42	40	21	Y	0	0	100%	12	0	N	50%	62½%	75%	87½%	—	20	—	N	N
Huntington Pk., Ca.	29,832	36,264	26,436	32,124	24,124	29,364	21,876	26,604	—	—	18,468	22,452	3	N	53	40	14-25	Y	9	$165	100%	12	0	Y	—	50%	75%	75%	50	25	60	N	N
Hutchinson, Kans.	16,548	22,152	14,568	18,276	13,248	16,620	11,784	14,784	11,784	14,784	10,308	12,324	2½	Y	56	40	14-28	Y	9	100%	100%	12	25,000	Y	—	50%	60%	66%	55	25	—	N	N
Idaho Falls, Ida.	—	22,610	17,930	23,441	16,266	21,174	15,558	19,219	14,123	17,763	12,168	17,472	16	Y	66	40	11-21	Y	10	$280	100%	12	—	Y	40%	50%	60%	70%	55	25	65	N	N
Inkster, Mich.	—	28,866	—	—	—	26,061	—	24,323	19,496	22,850	18,393	21,557	2	Y	41	40	12-19	Y	13	$550	100%	12	—	Y	—	50%	50%	50%	55	25	65	N	N
Ithaca, N.Y.	21,787	31,010	18,148	20,983	—	—	15,312	18,148	12,477	15,369	12,477	15,369	—	Y	60	40	14-28	Y	11	$195	100%	12	—	Y	50%	—	—	—	—	10	65	Y	Y
Jackson, Tenn.	18,240	18,960	14,640	15,000	13,800	14,160	12,960	13,320	9,960	12,360	9,600	12,000	6	Y	117	40	15-20	Y	7	100%	75%	15	—	Y	50%	50%	50%	50%	65	25	—	N	Y
Jacksonville, Ark.	20,839	29,670	14,812	21,087	12,797	18,217	11,056	15,739	10,029	14,275	10,029	14,275	—	N	50	40	21	Y	10	0	100%	60	0	Y	50%	50%	50%	50%	41	20	—	N	N
Johnson City, Tenn.	18,340	23,407	13,685	17,467	12,413	15,836	11,260	14,370	10,724	13,685	10,213	13,034	5	N	106	40	10-15	Y	9	$500	100%	12	5,000	Y	—	—	—	—	55	25	55	N	Y
Joplin, Mo.	22,464	—	15,024	18,204	13,844	16,836	12,816	15,588	11,808	14,412	10,812	13,308	9	Y	65	40	10-15	Y	8	$290	100%	12	0	N	50%	55%	60%	65%	55	20	60	N	Y
Kearny, N.J.	—	30,097	—	20,878	—	19,182	—	17,950	—	—	15,120	15,629	3	Y	127	40	21-35	Y	13	$325	100%	365	5,000	Y	—	60%	65%	65%	—	25	65	Y	Y
Kenmore, N.Y.	—	24,232	—	21,848	—	19,742	—	—	—	18,113	13,243	16,655	2	Y	31	40	10-25	Y	12	100%	100%	14	—	Y	50%	50%	60%	70%	40	20	70	N	N
Kent, Ohio	20,493	23,262	16,734	20,000	—	—	15,530	18,892	15,152	17,658	13,402	17,658	5	Y	29	40	10-25	Y	13	$350	100%	15	17,500	Y	—	60%	67½%	72%	52	25	70	N	N
Killeen, Tex.	19,000	22,000	—	15,180	—	14,316	—	13,512	9,984	12,744	9,984	12,744	4	Y	91	40	15-20	Y	7	$450	100%	15	4,000	Y	—	—	—	—	55	15	70	N	N
Kingsport, Tenn.	19,340	24,516	12,883	16,331	—	—	11,711	14,846	11,711	14,846	10,652	13,505	7	N	72	40	14-28	Y	7	100%	100%	12	10,000	N	—	70%	75%	—	55	25	65	N	N
Kokomo, Ind.	18,547	—	14,800	15,250	13,900	14,300	13,400	13,800	13,400	13,800	12,980	13,373	—	N	86	40	—	Y	11	$500	100%	180	10,000	N	52%	60%	70%	74%	55	21	65	Y	Y
Lafayette, Ind.	18,960	—	16,162	—	15,329	—	14,810	—	14,278	—	12,258	13,841	1	N	80	40	5-25	Y	1	$300	100%	30	5,000	N	50%	60%	70%	72%	41	20	65	N	N
La Habra, Calif.	—	—	23,455	28,483	21,118	25,669	19,013	23,108	—	20,240	16,396	19,930	3½	N	50	40	10-20	Y	11	$250	100%	12	4,000	N	40%	50%	62%	75%	50	20	60	N	N
Lake Worth, Fla.	19,696	—	—	—	15,556	—	13,508	—	13,508	—	12,307	—	20	N	59	40	10-20	Y	10	$200	100%	12	5,000	Y	50%	62½%	75%	87½%	—	—	65	N	Y
Lancaster, Ohio	17,409	21,340	15,641	19,240	14,560	17,971	13,457	16,681	12,646	15,704	12,646	15,704	5	Y	51	40	7-35	Y	10	$225	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	N
Lansing, Ill.	28,494	33,018	26,239	30,406	23,773	27,547	22,690	26,280	—	—	18,000	24,931	16	Y	38	40	14-28	Y	6	$250	100%	—	10,000	Y	50%	60%	70%	70%	50	20	60	N	Y
Laramie, Wyo.	18,516	23,352	—	—	—	—	14,688	18,516	13,080	16,488	11,004	13,860	3½	Y	31	40	10-20	Y	8	100%	100%	45	—	Y	50%	62½%	62½%	62½%	—	20	—	N	N
Lauderhill, Fla.	—	32,560	—	24,900	—	23,770	18,701	20,201	14,158	18,056	14,158	18,056	2½	Y	65	40	10-15	Y	11	$240	50%	12	10,000	Y	25%	31%	38%	44%	55	20	60	N	N
Leavenworth, Kans.	22,840	31,030	—	—	13,101	16,615	12,477	15,823	11,883	15,070	11,317	14,352	5	Y	37	40	10	Y	8	$100	100%	12	2,000	Y	40%	50%	60%	66%	55	20	65	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
25,000 TO 50,000 (Continued)																																	
Lebanon, Penna.	20,645	—	—	—	18,624	—	17,251	—	15,088	—	11,846	15,088	5	Y	42	40	15-30	Y	13½	$400	100%	30	10,000	Y	—	50%	50%	—	50	25	65	Y	Y
Lewiston, Idaho	21,510	—	20,710	21,510	18,324	19,724	16,408	17,661	—	—	12,681	15,815	4	N	37	40	12-20	Y	12	$200	100%	12	10,000	N	—	34%	60%	70%	55	25	70	N	Y
Lewiston, Me.	17,655	21,081	15,515	18,526	13,910	16,609	12,840	15,332	11,308	11,308	9,233	10,765	4	N	62	38	12-18	Y	10	$250	100%	12	0	N	—	—	—	—	—	22	—	N	N
Linden, N.J.	—	29,000	—	25,678	—	23,343	—	21,220	—	19,778	13,600	18,778	5	Y	127	37½	12-27	Y	13	$300	100%	15	12,500	Y	—	60%	65%	—	—	25	65	N	N
Littleton, Colo.	—	—	25,632	25,632	24,276	24,276	21,612	21,612	19,692	19,692	13,884	18,264	3	N	53	40	23-33	Y	0	$150	100%	12	18,000	N	—	—	50%	50%	60	30	—	N	N
Livingston, N.J.	—	28,596	—	23,272	—	21,883	—	20,228	—	18,705	11,593	18,330	6	Y	46	40	12-24	Y	12	$240	100%	12	—	N	—	50%	60%	—	51	25	65	N	N
Lodi, Calif.	30,480	37,320	18,840	22,908	17,076	20,760	15,504	18,852	—	—	13,368	16,272	4	N	50	40	12-20	Y	11	$350	100%	12	0	N	40%	50%	60%	75%	50	10	60	N	Y
Logan, Utah	18,000	22,584	16,000	20,556	14,000	18,540	12,001	14,772	11,000	14,552	9,480	13,821	12	N	33	40	10-20	N	11	$360	100%	12	20,000	Y	50%	60%	—	—	50	20	—	N	N
Lombard, Ill.	26,827	33,540	—	—	24,497	25,478	21,572	22,651	14,461	19,660	14,461	19,660	6	N	53	40	10-20	Y	9	$275	100%	12	10,000	Y	50%	60%	70%	75%	50	20	60	N	Y
Longmont, Colo.	—	27,000	—	24,540	—	22,320	—	20,280	—	20,280	13,140	15,720	2	Y	53	40	11-16	Y	9½	$300	100%	12	—	N	50%	50%	50%	50%	55	25	—	N	N
Los Altos, Calif.	30,625	37,240	—	—	23,911	32,123	21,478	26,095	18,532	22,538	18,532	22,538	3½	N	22	40	10-20	Y	11	$264	100%	12	—	N	—	50%	—	—	55	25	65	N	N
Madison Hts., Mich.	26,900	26,917	—	—	25,089	25,865	24,008	24,750	—	22,000	17,907	21,205	3	Y	60	40	14-35	Y	12	$450	100%	12	20,000	Y	—	50%	55%	60%	—	25	65	Y	Y
Manhattan Bch., Ca.	—	—	—	—	20,940	25,452	18,996	23,075	15,168	20,940	15,168	20,940	4	N	55	40	10-20	Y	12	$150	100%	12	0	Y	54%	62½%	75%	75%	50	20	55	N	N
Mankato, Minn.	24,672	30,096	18,408	22,464	—	—	18,492	18,492	—	—	14,820	17,352	3	Y	28	40	10-25	Y	10	$180	100%	12	—	Y	50%	—	—	—	50	20	58	N	Y
Maple Heights, Ohio	—	25,854	—	23,088	—	20,987	—	19,073	—	18,220	15,558	17,347	2	Y	49	40	2-30	Y	11	$275	100%	15	—	Y	—	50%	60%	66%	52	25	—	N	Y
Maplewood, N.J.	—	27,516	—	23,351	—	21,458	—	19,565	—	18,169	14,187	17,669	5	Y	48	40	21-30	Y	12	$325	100%	90	0	N	—	60%	65%	65%	—	25	65	N	N
Marietta, Ga.	26,083	28,746	20,446	23,856	18,554	20,446	16,016	18,554	16,016	18,554	10,837	14,539	5	—	69	40	14	Y	8	—	100%	10	15,000	Y	40%	50%	60%	—	—	10	55	N	N
Marion, Ind.	15,840	15,840	14,375	14,375	—	—	13,747	13,747	13,020	13,020	9,500	12,409	1	N	73	40	5-49	N	0	$525	—	6	10,000	N	50%	60%	70%	70%	41	20	60	N	N
Marion, Ohio	19,884	24,815	16,661	20,797	—	—	15,246	19,029	14,090	17,431	14,090	17,431	3	Y	57	40	10-40	Y	10	$350	100%	15	5,000	Y	—	50%	60%	66⅔%	52	25	—	N	Y
Marlborough, Mass.	—	28,806	20,232	—	—	18,441	—	16,650	—	—	12,295	14,403	2	Y	47	37½	14-28	Y	11	$250	50%	15	2,000	Y	50%	62½%	75%	80%	55	15	65	Y	Y
Marple Twp., Penna.	—	29,500	—	—	25,100	—	22,750	—	22,750	—	15,700	20,700	4½	Y	32	40	10-25	Y	13	100%	100%	100%	50,000	Y	50%	50%	50%	50%	55	25	60	Y	N
Marshalltown, Iowa	—	24,250	—	18,000	—	—	—	15,597	—	15,597	12,872	14,595	5	Y	34	40	5-25	Y	10	$345	50%	13	5,000	Y	—	50%	50%	50%	55	22	65	N	N
Mason City, Iowa	—	18,917	—	15,364	—	14,833	—	14,303	—	14,833	12,957	13,540	2	Y	47	40	6-30	Y	11	$360	100%	90	5,000	Y	50%	50%	50%	50%	55	22	65	Y	Y
Massillon, Ohio	17,264	19,708	15,470	17,264	14,872	16,666	14,456	16,068	13,390	14,898	13,390	14,898	3	Y	50	40	23-43	Y	0	$350	100%	15	5,000	Y	—	50%	60%	66%	52	25	—	N	N
Mayfield Hts., Ohio	—	27,600	—	24,510	—	22,660	—	20,800	—	—	13,985	18,940	2	Y	32	40	14-35	Y	9	$300	100%	15	0	Y	20%	50%	60%	66%	52	25	70	N	N
McKeesport, Penna.	—	18,970	—	17,600	—	17,200	16,062	16,305	—	16,847	—	15,775	½	Y	62	40	10-56	Y	13	$225	100%	14	7,500	Y	50%	50%	50%	50%	—	20	65	Y	Y
Medford, Ore.	24,948	35,220	21,300	30,036	19,848	27,996	17,760	25,176	16,608	24,996	14,328	21,608	4	N	61	40	10-30	Y	12	$150	100%	12	20,000	N	27%	34%	41%	47%	55	20	60	N	N
Melrose, Mass.	—	30,458	—	—	—	20,140	—	17,513	—	15,920	12,753	15,229	5	Y	60	37½	14-35	Y	11	$225	50%	15	0	Y	—	—	—	—	55	32	65	Y	N
Menlo Park, Calif.	—	34,032	—	29,068	—	25,691	—	23,292	—	22,188	17,400	21,132	3½	Y	29	40	11-21	Y	11	$250	100%	100%	—	N	—	—	—	—	55	—	60	N	N
Merced, Calif.	21,144	26,484	17,256	21,624	16,128	21,252	14,304	17,400	—	—	14,196	18,084	—	N	54	40	10-20	Y	11	$225	80%	12	5,000	N	—	—	—	—	55	5	65	N	Y
Merrillville, Ind.	—	20,500	—	—	—	17,120	—	16,050	—	15,160	13,500	15,080	—	Y	31	40	7-28	N	9	$250	50%	9	5,000	N	50%	60%	60%	60%	55	20	—	N	Y
Michigan City, Ind.	17,329	19,329	15,672	17,672	14,853	16,853	14,124	16,124	—	—	12,178	12,703	2	Y	88	40	7-41	Y	10	$500	100%	30	10,000	Y	50%	60%	70%	—	41	20	60	Y	Y
Midland, Mich.	—	—	—	27,145	23,380	23,900	20,105	21,550	19,620	19,620	14,830	19,420	3	Y	36	40	12-24	Y	7	100%	100%	12	6,000	N	—	52½	57½	62½	50	25	60	Y	Y
Milton, Mass.	—	32,289	—	—	19,961	22,015	17,612	19,080	12,106	16,744	11,506	16,144	4	Y	56	40	14-35	Y	11	$250	50%	15	2,000	Y	50%	60%	80%	80%	45	15	65	Y	N
Minot, N.D.	18,756	22,908	15,816	19,296	14,520	17,700	13,332	16,248	13,332	16,248	11,748	14,268	3	Y	64	40	12-18	Y	9	$200	70%	12	10,000	Y	60%	60%	60%	60%	60	20	60	N	N
Mishawaka, Ind.	—	16,710	—	14,273	—	13,753	—	13,406	—	—	—	13,091	—	Y	60	40	7-35	Y	10	$400	50%	60	10,000	N	50%	60%	70%	72%	55	20	—	N	Y
Moline, Ill.	27,144	32,844	23,340	27,876	20,004	23,916	18,444	21,960	16,980	20,196	16,980	20,196	15	N	66	44	14-35	Y	10	$300	50%	12	10,000	Y	50%	60%	70%	75%	50	20	65	Y	Y
Monroeville, Penna.	—	24,715	—	—	—	21,445	—	18,527	—	17,595	14,735	17,045	—	Y	45	40	5-30	Y	10	$200	100%	125	55,000	Y	—	50%	—	—	50	25	65	Y	Y
Monrovia, Calif.	26,040	32,760	23,176	29,160	20,724	26,448	18,648	23,796	15,914	21,319	15,156	20,304	5½	N	49	40	11-21	Y	9	$225	100%	12	0	N	50%	—	—	—	55	20	65	N	N
Monterey, Calif.	34,140	—	22,824	27,744	20,904	25,404	17,628	21,420	16,068	19,524	15,372	18,684	3	N	49	40	10-20	Y	12	$300	100%	12	4,000	N	—	50%	60%	66⅔%	55	25	65	N	N
Moore, Okla.	18,684	21,480	14,868	17,100	14,400	16,560	13,440	14,856	12,480	14,352	9,744	11,700	1	Y	40	40	14	Y	10	$324	100%	15	2,000	N	50%	60%	75%	75%	41	20	—	N	N
Morgantown, W. Va.	23,500	—	—	—	13,943	—	13,433	—	—	—	11,440	12,504	2	Y	48	40	10-20	Y	11	$200	100%	30	10,000	Y	60%	65%	—	—	50	20	65	N	N
Morton Grove, Ill.	—	31,030	—	28,161	—	25,814	—	23,648	27,300	—	15,344	20,775	4	Y	44	40	12-24	Y	6	$300	100%	180	—	Y	50%	55%	60%	60%	50	20	—	N	N

25,000 TO 50,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Mt. Lebanon, Penna.	—	30,600	—	—	—	24,000	19,942	20,618	—	—	15,990	18,253	4	Y	43	40	10-25	Y	11	$325	100%	18	50,000	Y	—	53%	53%	—	55	25	55	Y	N
Muskegon, Mich.	—	28,000	25,643	26,063	23,698	24,118	21,753	22,173	18,650	19,450	18,650	19,450	4	Y	55	40	10-20	Y	8	$225	100%	12	19,450	Y	—	50%	—	—	55	25	60	N	N
Naperville, Ill.	25,619	34,661	—	—	19,180	25,950	17,939	24,271	—	—	15,592	24,225	5	N	46	40	5-20	Y	10	100%	100%	120	20,000	Y	50%	60%	70%	75%	50	20	65	N	N
Natchez, Miss.	—	15,122	—	12,792	—	11,862	—	10,874	—	11,862	10,320	10,628	—	Y	53	40	7-21	Y	10	—	100%	60	5,000	Y	50%	—	66⅔%	—	65	20	—	N	Y
National City, Calif.	—	29,928	—	—	19,356	23,316	17,304	20,772	15,845	18,983	15,096	18,072	3½	Y	58	40	10-20	Y	12	$75	100%	12	5,000	Y	—	—	—	—	55	20	65	N	N
Needham, Mass.	28,746	31,618	—	—	19,856	22,082	16,806	18,691	14,933	16,523	14,183	15,733	2	Y	54	40	14-28	Y	12	$250	50%	15	—	Y	—	—	—	—	—	20	65	Y	Y
Newark, Del.	—	—	18,524	22,073	17,281	20,538	15,521	18,508	—	—	13,522	16,127	6	Y	42	40	10-27	Y	11	$200	100%	15	—	N	40%	50%	60%	70%	41	20	55	N	Y
New Berlin, Wisc.	—	27,211	—	23,431	—	22,900	20,042	20,538	20,042	20,538	15,295	18,580	3	Y	50	39	14-28	Y	10	0	100%	12	10,000	N	—	48%	—	—	55	—	55	N	Y
New Iberia, La.	16,524	21,444	11,475	13,200	10,557	11,866	10,098	11,852	—	—	9,180	9,768	4	Y	50	40	15-20	Y	8	—	50%	365	6,000	Y	67%	83%	100%	100%	50	20	—	N	Y
Newport, Ky.	16,189	17,189	10,421	11,421	10,130	11,130	9,566	10,566	—	—	8,999	9,999	20	Y	44	40	21	Y	0	$300	100%	45	0	Y	50%	62½%	75%	—	50	20	55	N	Y
Newport, R.I.	—	23,096	17,802	18,455	15,988	16,568	14,372	14,888	—	14,203	10,746	13,399	3	Y	88	40	14-21	Y	11	$300	100%	—	25,000	Y	50%	60%	—	—	—	20	62	N	N
Niles, Ohio	—	18,500	—	—	—	—	—	17,080	—	15,720	12,000	15,720	3	Y	31	40	14-42	N	12	$200	100%	15	5,000	Y	40%	50%	60%	66⅔%	52	25	—	N	Y
Norristown, Penna.	31,100	36,000	—	—	23,430	26,475	20,550	23,221	18,045	20,390	15,500	18,045	2	Y	61	40	6-30	Y	13	$300	100%	13	20,000	Y	—	50%	—	—	50	25	60	Y	N
Northampton, Mass.	—	27,196	—	—	16,588	19,604	14,404	15,704	10,972	12,948	10,972	12,948	3	Y	51	40	14-28	Y	11	$250	50%	15	2,000	Y	—	—	—	—	55	20	65	Y	Y
North Chicago, Ill.	21,400	24,289	20,200	22,826	19,000	21,470	17,800	20,203	16,600	18,841	16,600	18,841	21	Y	41	40	5-20	Y	11	$250	75%	12	5,000	Y	50%	55%	60%	—	50	20	—	N	Y
N. Kingstown, R.I.	22,192	22,192	—	18,876	16,594	—	—	14,449	14,449	—	9,711	12,928	2	Y	40	37½	10-30	Y	11	$400	100%	15	10,000	N	40%	50%	60%	70%	—	25	—	N	N
North Miami, Fla.	27,872	35,568	21,819	27,872	19,801	25,272	17,950	22,942	—	—	15,496	19,801	5	Y	87	40	10-20	Y	11	$450	100%	10	$2,000	Y	50%	62½%	75%	87½%	50	14	55	N	N
N. Miami Beach, Fla.	29,500	28,599	—	—	24,238	26,664	19,116	23,785	—	—	14,579	18,665	5	Y	85	40	12	Y	9	—	100%	12	5,000	Y	—	—	—	—	52	15	57	N	N
North Olmsted, Ohio	24,884	26,974	22,013	23,862	20,012	21,693	18,193	19,721	—	—	13,848	16,539	2	Y	42	40	10-25	Y	10	$300	100%	15	0	Y	—	50%	60%	66%	52	25	65	N	Y
North Platte, Neb.	25,249	35,428	15,664	21,812	12,813	16,910	11,586	15,059	11,586	15,059	10,379	13,354	8	N	38	40	5-20	Y	9	$300	100%	12	15,000	Y	—	—	—	—	60	25	70	Y	N
N. Providence, R.I.	—	18,340	—	15,457	—	14,819	—	14,181	—	13,767	9,913	13,543	2	Y	39	37½	5-24	Y	11	$360	100%	15	0	N	50%	60%	70%	75%	—	20	—	N	N
N. Tonawanda, N.Y.	—	24,287	—	20,712	—	18,354	—	—	—	16,925	13,563	16,325	3	Y	54	40	10-25	Y	13	100%	100%	18	10,000	Y	—	50%	50%	50%	—	25	70	N	Y
Norwich, Conn.	—	22,600	—	19,948	—	18,213	—	15,837	—	15,425	11,913	13,773	2½	N	65	40	10-20	Y	11	$245	100%	12	6,000	N	—	50%	60%	—	50	25	—	N	Y
Norwood, Ohio	27,263	—	24,520	—	23,144	—	21,934	—	—	—	16,559	19,331	2	Y	56	39	10-25	Y	10	$200	100%	15	0	Y	30%	50%	60%	66%	52	25	—	N	Y
Oak Park, Mich.	—	33,853	29,999	31,518	27,777	29,183	25,555	26,849	—	25,214	21,338	23,346	3	Y	74	40	5-20	Y	13	$545	100%	12	35,000	N	40%	50%	60%	70%	50	10	60	N	N
Oak Ridge, Tenn.	24,378	27,435	19,988	22,526	14,456	19,406	13,104	17,597	13,104	17,597	10,795	16,744	11	N	42	40	9½-16	Y	10	100%	100%	9½	5,000	N	—	—	—	—	60	30	65	N	N
Ocala, Fla.	18,780	26,776	13,973	20,521	12,787	18,780	12,053	17,702	—	—	9,800	15,269	7	Y	70	40	5-20	Y	8	100%	100%	12	10,000	N	—	—	—	—	60	10	60	N	Y
Olympia, Wash.	25,044	31,752	—	—	21,204	26,280	19,656	23,892	18,156	22,248	16,392	20,280	4	N	43	40	12-22	Y	11	$180	100%	12	3,000	Y	40%	50%	60%	60%	50	20	60	N	N
Orange, N.J.	—	28,848	—	22,810	—	21,150	—	19,610	—	—	13,750	15,750	4	Y	99	40	20	Y	13	$350	100%	15	4,000	Y	—	60%	65%	65%	43	25	65	N	N
Orange, Tex.	27,955	30,825	20,155	—	18,761	—	17,056	—	15,808	—	12,667	15,808	2	Y	41	40	15	Y	9	$300	100%	15	10,000	Y	—	—	—	—	55	20	65	N	N
Orem, Utah	21,624	27,972	17,496	23,292	16,128	21,000	14,808	19,488	13,572	17,436	11,256	16,656	7	N	46	40	5-15	Y	12	$240	90%	12	—	N	50%	50%	60%	65%	55	20	—	N	Y
Ottumwa, Iowa	16,296	17,496	13,500	14,700	—	—	12,504	13,704	11,844	13,044	11,244	11,844	3	Y	34	40	14-28	Y	10	100%	100%	24	3,000	Y	50%	—	—	—	55	22	65	Y	N
Pacifica, Calif.	29,268	37,836	23,556	29,748	—	—	19,176	23,004	—	—	16,452	19,752	3½	N	38	40	10-21	Y	11	$300	100%	12	10,000	N	40%	50%	60%	70%	55	20	60	N	N
Palatine, Ill.	—	33,500	—	27,350	—	26,700	19,906	24,013	17,681	21,328	16,133	20,395	4	Y	50	40	10-20	Y	10	$250	100%	12	—	Y	50%	60%	—	70%	50	20	60	N	N
Palm Springs, Calif.	25,212	39,108	20,244	31,368	18,360	28,452	20,520	23,748	13,572	21,048	13,572	21,048	7	N	55	40	10-25	Y	12	$480	100%	10	15,000	N	40%	67½%	75%	75%	50	20	60	N	N
Pampa, Texas	19,140	—	—	—	14,136	14,520	13,044	13,764	10,632	12,312	10,632	12,312	1½	Y	23	40	10-15	Y	7	—	100%	12	2,500	N	15%	25%	33%	50%	60	15	70	N	N
Paramus, N.J.	—	31,607	—	29,607	—	25,577	—	23,199	—	22,094	13,420	21,040	5	Y	90	37½	10-30	Y	12	$350	100%	15	—	N	—	60%	65%	—	—	25	—	Y	Y
Parkersburg, W. Va.	—	23,774	—	—	16,764	17,076	14,705	15,038	—	13,852	11,273	13,520	1	Y	62	40	10-25	Y	12	$500	100%	12	10,000	Y	—	—	—	—	50	20	—	N	Y
Park Forest, Ill.	25,025	30,160	—	—	23,465	25,675	19,136	21,151	15,106	19,942	15,106	19,942	5	N	29	40	10-20	Y	10	$225	100%	12	5,000	Y	50%	60%	70%	—	50	20	—	N	Y
Parma Heights, Ohio	—	26,261	—	23,240	—	—	—	20,566	—	—	15,890	18,200	2	Y	30	40	10-25	Y	11	$350	100%	15	5,000	Y	—	50%	60%	66%	52	25	70	N	N
Perkin, Ill.	25,428	—	21,437	—	20,378	—	19,321	—	—	—	17,063	18,263	1	Y	47	40	10-30	Y	9	$300	100%	15	14,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Pembroke Pines, Fla.	26,250	—	—	—	21,498	—	18,100	19,700	—	—	12,400	17,900	5	Y	54	40	10-20	Y	11	$180	100%	12	10,000	N	—	—	—	—	55	—	62	N	N
Pennsauken, N.J.	—	31,411	—	23,305	—	22,090	—	20,190	—	18,810	14,745	17,415	3	Y	91	40	17-32	Y	16	100%	100%	17	0	Y	—	60%	65%	—	—	25	70	N	N

25,000 TO 50,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Perth Amboy, N.J.	24,300	29,400	17,013	20,120	16,313	19,228	15,412	18,259	—	—	14,686	17,375	4	Y	111	40	12-26	Y	13	$510	100%	15	—	Y	—	60%	65%	65%	—	25	65	N	Y
Pittsburg, Calif.	25,969	31,440	23,520	28,080	21,528	25,632	20,220	24,060	19,224	23,064	17,316	20,488	3½	Y	32	40	13-28	Y	13	$360	100%	12	10,000	Y	—	—	—	—	50	20	65	N	N
Plainfield, N.J.	25,665	29,585	18,769	25,649	16,279	22,239	14,143	19,303	12,276	16,766	12,276	16,766	11	Y	118	40	13-26	Y	13	$300	100%	15	4,000	Y	—	60%	65%	65%	—	25	65	N	N
Plantation, Fla.	—	—	22,500	27,500	20,500	25,000	18,500	22,500	—	—	14,500	20,500	10	N	75	40	11-19	Y	10	$100	100%	12	—	N	50%	62%	75%	75%	55	20	—	N	N
Pocatello, Ida.	—	30,024	—	22,795	20,828	21,001	19,015	19,735	17,628	19,363	16,120	17,568	—	Y	77	40	12-25	Y	9	$300	80%	12	3,000	Y	—	—	—	—	55	25	65	N	Y
Ponca City, Okla.	—	22,959	15,515	16,692	—	14,677	—	13,910	—	13,910	10,632	12,840	3	Y	48	40	10-20	Y	9	100%	100%	12	5,000	N	50%	66⅔%	75%	75%	43	20	65	N	N
Portage, Ind.	—	21,404	—	19,949	—	18,962	—	18,159	—	17,338	12,000	16,535	1	Y	36	40	5-30	N	—	$300	100%	30	—	N	50%	60%	70%	75%	41	20	—	N	N
Port Chester, N.Y.	33,556	—	29,180	—	25,373	—	22,064	—	19,686	—	15,478	19,186	4	Y	56	40	14-28	Y	13	100%	100%	100%	10,000	Y	50%	—	—	—	—	20	62	N	Y
Port Huron, Mich.	—	31,974	—	24,523	18,410	21,324	16,738	19,387	15,977	18,504	15,216	17,624	3	Y	55	40	10-25	Y	9	$350	100%	12	18,000	N	—	50%	57½%	65%	55	25	60	Y	N
Portsmouth, N.H.	23,974	23,974	18,436	18,436	17,318	17,318	16,200	16,200	14,776	14,776	11,965	14,176	3½	Y	48	40	10-30	Y	10½	$275	100%	15	10,000	N	50%	60%	70%	75%	45	20	—	N	Y
Portsmouth, Ohio	—	20,680	—	15,756	—	14,460	—	13,260	—	13,260	11,520	12,168	3	Y	—	40	10-25	Y	9	$200	100%	15	3,000	Y	40%	50%	60%	66%	52	25	—	Y	Y
Poughkeepsie, N.Y.	—	23,000	18,446	19,146	17,946	18,646	16,946	17,646	16,446	17,146	13,743	16,346	15	Y	—	40	15-20	Y	12	$350	100%	13	7,500	Y	50%	50%	50%	50%	39	20	62	N	Y
Prichard, Ala.	18,012	24,132	14,820	19,860	12,804	17,148	11,616	15,564	11,616	15,564	9,096	12,192	7	N	39	40	10-20	Y	12	$125	100%	10	5,000	Y	50%	55%	60%	65%	55	20	—	N	Y
Randolph, Mass.	31,130	31,130	—	—	19,410	21,632	17,331	19,314	15,474	17,245	13,816	15,397	3	Y	56	40	10-20	Y	11	$250	50%	15	2,000	Y	50%	65%	68%	80%	55	32	65	Y	N
Raytown, Mo.	23,196	31,950	15,587	21,089	13,762	18,620	12,747	17,247	12,638	16,733	11,429	15,463	2	N	53	40	6-24	Y	9	0	100%	12	5,000	N	50%	— 50%	50%	55	—	70	N	Y	Y
Redlands, Calif.	—	—	21,480	28,080	20,952	25,464	19,008	23,100	17,676	21,480	16,428	19,956	4	N	55	40	10-20	Y	10	$200	100%	12	5,000	N	50%	75%	75%	75%	50	20	62	N	N
Renton, Wash.	—	35,787	—	33,119	—	29,835	—	26,412	—	23,628	19,668	22,968	3	Y	56	40	12-24	Y	12	$350	100%	15	—	Y	40%	50%	60%	60%	50	5	55	N	N
Rialto, Calif.	25,116	30,552	21,168	25,740	—	—	17,424	21,168	18,324	22,068	15,048	18,288	3	N	—	40	10-20	Y	11	$250	50%	12	7,000	N	—	—	—	—	50	5	60	N	Y
Richland, Wash.	25,668	31,632	24,372	25,656	20,772	21,828	19,416	20,269	18,324	18,324	15,948	18,060	2½	Y	43	40	12-28	Y	11	$330	100%	12	9,000	N	40%	50%	60%	60%	50	20	—	N	N
Richmond, Ind.	—	19,050	—	14,985	—	14,253	—	13,847	—	13,847	12,551	13,051	1	Y	77	40	7-30	Y	9	$500	70%	100%	—	N	50%	60%	70%	74%	55	20	—	Y	Y
Ridgewood, N.J.	28,410	29,946	23,502	24,367	21,757	22,627	19,779	20,670	—	—	15,700	18,700	3	Y	47	40	13-35	Y	8	$275	100%	15	—	Y	50%	60%	65%	65%	—	25	65	N	N
Riviera Beach, Fla.	19,922	26,378	17,747	20,451	16,134	18,583	14,002	16,891	12,741	15,359	12,741	15,359	3½	Y	61	42	12-20	Y	11	$300	100%	12	10,000	Y	—	—	—	—	—	—	65	N	Y
Rock Hill, S.C.	18,636	24,960	13,915	18,636	12,625	16,910	11,460	15,329	11,460	15,329	9,900	13,249	—	N	67	40	10-20	Y	7½	0	100%	10	6,000	N	37%	44%	52%	61%	55	20	70	N	Y
Rock Springs, Wyo.	—	30,000	—	25,000	—	19,800	—	18,600	—	17,700	16,200	17,700	—	Y	32	40	12	Y	9	$300	100%	12	0	N	50%	52½%	—	—	—	20	—	N	N
Rocky Mount, N.C.	22,308	29,900	15,860	21,242	13,702	18,356	12,428	16,640	11,830	15,860	10,192	13,702	—	Y	104	40	10-30	Y	6	$200	100%	12	10,192	N	25%	30%	40%	50%	55	30	65	N	Y
Rome, Ga.	—	26,066	16,517	17,468	15,088	16,634	14,368	15,088	13,033	18,341	9,726	13,033	3	N	77	40	14-21	N	5	100%	50%	12	—	Y	—	—	—	—	60	20	70	N	N
Rome, N.Y.	—	22,100	—	18,000	—	16,600	—	15,400	—	16,600	12,260	14,400	2	Y	68	40	10-25	Y	11	—	100%	100%	6,000	Y	—	50%	—	—	45	25	70	N	Y
Roswell, N.M.	19,500	—	15,564	16,260	14,124	14,907	12,768	13,452	12,096	12,096	10,644	12,096	2	Y	64	42	10-15	Y	7	$300	50%	12	10,000	N	40%	40%	40%	40%	55	20	72	N	Y
St. Charles, Mo.	20,462	26,100	—	—	16,855	21,481	14,995	18,185	—	—	12,985	15,735	7	Y	68	40	10-20	Y	12	$325	100%	12	—	N	—	—	—	—	55	5	—	N	Y
St. Cloud, Minn.	25,272	27,696	21,096	23,076	19,320	21,096	18,456	20,184	18,456	20,184	14,712	17,676	1	Y	54	40	12-30	Y	11	$390	100%	12	10,000	Y	43%	49%	52%	52%	50	20	65	N	N
Salina, Kans.	—	29,018	16,512	20,184	14,748	18,036	13,320	16,272	13,320	16,272	11,268	13,764	4	N	60	40	10-20	Y	10	$200	100%	12	4,000	N	40%	50%	60%	66%	55	20	—	N	Y
Sandusky, Ohio	24,240	—	19,104	20,532	—	—	17,208	—	—	—	14,772	15,404	3	Y	45	40	10-20	Y	10½	$250	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	N
San Luis Obispo, Ca.	22,992	28,224	21,840	26,808	20,208	24,792	18,216	22,344	15,984	19,632	15,168	18,647	3	N	46	40	10-20	Y	12	$300	100%	12	10,000	N	50%	60%	70%	70%	55	20	65	N	Y
San Marcos, Tex.	20,275	28,238	—	—	—	—	13,873	14,788	12,667	13,270	9,796	12,105	2½	Y	29	40	15-20	Y	7	$300	100%	15	6,000	Y	—	—	—	—	62	15	70	N	N
San Rafael, Calif.	28,620	33,924	24,348	28,812	23,136	25,464	19,692	21,672	—	—	15,360	18,468	5	N	67	40	10-25	Y	12	$300	100%	12	5,000	Y	52%	65½%	78%	91%	50	10	60	N	N
Santa Cruz, Calif.	—	33,888	—	27,108	—	24,204	16,680	19,920	—	—	14,964	17,856	3½	N	62	40	10-20	Y	11	$360	100%	12	5,000	Y	50%	—	—	—	55	20	55	Y	Y
Santa Fe, N.M.	25,000	—	17,304	24,348	15,672	22,068	14,232	20,016	11,712	18,156	10,116	18,156	12	N	94	40	15	Y	12	$350	100%	12	5,000	N	60%	62½%	75%	87½%	—	20	62	Y	Y
Santa Maria, Calif.	27,972	34,152	22,920	27,972	19,344	23,616	16,656	20,328	15,456	18,864	14,700	17,940	5	N	49	40	10-21	Y	11	$290	100%	12	15,000	N	40%	50%	60%	70%	55	20	65	N	N
Sarasota, Fla.	—	28,400	—	21,365	—	19,245	—	17,831	—	15,529	11,337	15,529	1	Y	113	40	10-15	Y	8½	$600	100%	9	2,000	Y	50%	62½%	75%	87½%	55	25	—	N	N
Saugus, Mass.	—	25,000	—	19,181	—	—	16,056	17,437	—	—	13,639	15,852	2	Y	42	40	14-28	Y	11	$275	50%	15	—	Y	—	—	80%	80%	—	30	65	Y	N
Seaside, Calif.	26,784	32,076	22,968	27,408	19,704	23,472	17,712	21,036	15,612	18,492	15,612	18,492	4	Y	36	40	10-26	Y	13	$360	100%	12	6,000	N	50%	—	—	—	55	20	60	N	N
Sedalia, Mo.	—	18,000	—	—	—	11,880	—	11,028	—	11,024	9,144	10,104	4	Y	45	40	10-20	Y	10	0	100%	12	10,000	Y	50%	—	—	—	62	22	65	N	N
Selma, Ala.	17,750	—	13,500	16,344	12,828	14,112	11,628	12,828	10,572	11,628	9,588	11,628	5	N	64	40	12-24	Y	5	—	100%	12	—	Y	—	—	60%	70%	—	30	65	N	Y
Shaker Heights, Oh.	—	—	—	23,684	—	21,123	—	18,981	—	17,614	15,000	17,100	2	Y	65	40	14-35	Y	11	$250	100%	15	7,500	Y	—	50%	60%	66%	52	25	60	N	N

25,000 TO 50,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Shawnee, Okla.	15,324	20,112	13,764	18,024	12,372	16,176	11,148	14,520	11,736	15,324	10,044	13,764	7	Y	52	40	10-15	Y	9	—	100%	15	4,000	N	50%	62½%	75%	75%	41	20	—	N	N
Shelby, N.C.	—	—	13,728	17,472	11,804	15,132	10,712	13,728	10,712	15,132	9,256	11,804	4	Y	24	42	12	Y	8	$250	100%	12	0	—	—	—	—	—	—	—	—	N	Y
Sherman, Tex.	26,500	—	15,120	—	—	—	13,692	—	14,148	—	10,536	12,192	1½	Y	45	40	15	Y	7	$400	100%	15	—	Y	40%	50%	60%	70%	—	28	65	N	Y
South Euclid, Ohio	—	24,140	—	—	19,286	20,190	18,080	18,770	16,990	17,790	13,530	17,450	13	Y	38	40	7-35	Y	10	$350	100%	15	0	Y	40%	50%	60%	66%	52	25	70	N	Y
South Holland, Ill.	—	28,015	—	24,407	21,191	23,651	20,411	22,931	—	—	19,138	21,658	1½	N	30	40	14-21	Y	9	$300	100%	10	10,000	Y	50%	—	—	—	50	20	—	N	N
S. Plainfield, N.J.	26,244	—	24,179	—	21,982	—	19,983	—	—	—	12,000	18,166	3	Y	51	40	12-25	Y	13	$450	100%	100%	—	Y	—	60%	65%	—	—	20	65	N	Y
S. San Francisco, Ca.	29,140	35,422	23,795	28,933	21,569	26,208	16,411	19,947	15,766	19,157	14,310	17,389	—	Y	65	40	12-27	Y	12	$225	100%	90	$5,000	Y	—	—	—	—	50	5	60	N	N
Sparks, Nev.	—	31,000	19,167	27,770	17,727	22,592	15,576	19,836	13,363	17,038	12,736	16,223	5	Y	70	40	15-21	Y	9	$400	50%	15	—	Y	50%	62½%	75%	75%	50	20	—	Y	Y
State College, Pa.	24,500	—	—	—	20,500	21,500	17,200	—	—	—	12,800	15,200	—	Y	46	40	10-20	Y	12	—	100%	12	35,000	Y	—	50%	50%	50%	55	25	60	N	Y
Statesville, N.	17,992	22,963	14,102	17,992	11,897	15,184	10,788	13,751	10,788	13,751	9,547	12,168	4	Y	56	40	12-20	Y	8	100%	100%	12	5,000	Y	—	—	—	—	50	20	65	N	Y
Steubenville, Ohio	—	18,167	—	15,099	—	—	—	13,802	—	13,802	10,042	12,268	5	Y	52	40	10-35	Y	12½	$200	100%	15	5,000	Y	—	50%	60%	66⅔%	52	25	—	N	Y
Stillwater, Okla.	17,139	20,842	14,830	18,013	14,102	17,139	12,792	15,558	10,026	12,189	10,026	12,189	3	N	41	40	18-28	Y	10	$182	100%	125	5,000	N	50%	62½%	75%	75%	—	20	70	N	N
Stow, Ohio	24,075	24,075	—	—	22,800	22,800	20,800	20,800	—	—	15,700	18,800	3	Y	28	40	10-25	Y	13	$325	100%	15	15,000	Y	30%	50%	60%	66%	52	15	—	N	N
Suffolk, Va.	19,608	28,656	14,328	20,520	12,528	17,900	10,992	15,675	9,600	13,728	9,600	13,728	7	Y	71	40	12-24	Y	9	$500	100%	12	10,000	N	37%	46%	55%	65%	60	5	—	N	N
Tamarac, Fla.	18,438	24,264	16,392	21,570	14,012	18,438	16,167	21,274	14,372	18,913	13,819	18,185	7	Y	47	40	12-18	Y	9	$200	100%	12	20,000	N	100%	—	—	—	60	5	—	N	Y
Teaneck, N.J.	29,050	—	24,959	—	21,188	—	19,063	—	—	—	14,208	17,023	5	Y	90	38¼	13-25	Y	12	$300	100%	15	5,000	Y	—	60%	65%	65%	—	25	65	N	N
Temple, Tex.	—	26,500	15,903	17,622	14,136	15,609	12,458	13,682	—	—	—	—	4	—	88	40	15	Y	7	$480	100%	15	6,000	Y	—	—	—	—	46	25	65	N	N
Texas City, Tex.	—	—	—	19,644	—	—	—	11,452	—	—	12,924	16,224	5	Y	39	40	15	Y	10	100%	100%	15	5,000	Y	—	—	—	—	55	25	—	N	Y
Thornton, Colo.	27,000	36,000	23,316	29,868	21,732	27,816	19,080	24,420	16,944	21,672	13,980	17,892	3½	N	56	40	12-24	Y	12	$480	100%	12	—	Y	50%	50%	50%	50%	55	20	70	N	N
Torrington, Conn.	—	20,000	—	16,900	—	15,860	14,712	15,128	14,040	14,250	12,572	14,197	4	Y	62	40	7-28	Y	13	100%	100%	18	10,000	N	40%	50%	60%	70%	—	25	65	N	Y
Tupelo, Miss.	23,712	23,712	13,284	13,284	12,540	12,540	12,180	12,180	—	—	10,800	11,784	—	N	65	40	15	Y	6	100%	50%	100%	5,000	N	50%	50%	50%	—	—	20	65	N	N
University City, Mo.	23,676	30,252	18,186	20,874	—	—	16,545	19,029	12,436	15,772	12,436	15,772	4½	Y	81	40	12-24	Y	8	—	100%	12	0	Y	55%	55%	55%	55%	55	20	65	N	N
Upland, Calif.	29,652	36,048	23,796	28,920	21,588	26,232	20,052	24,384	17,316	21,060	16,104	19,572	3½	Y	44	40	12-22	Y	11	$120	100%	12	3,000	N	50%	50%	75%	75%	50	20	60	N	N
Urbana, Ill.	27,850	27,850	25,725	25,725	23,525	24,625	18,928	20,821	17,930	19,723	15,628	18,511	10	Y	43	40	12-20	Y	7	$250	100%	68	2,000	Y	50%	60%	70%	75%	50	20	65	N	N
Utica, Mich.	36,000	36,000	29,551	29,551	26,865	26,865	24,422	24,422	22,202	22,202	14,128	20,183	3	Y	39	40	10-25	Y	14	$650	100%	12	20,000	Y	—	50%	55%	60%	50	25	62	N	Y
Vacaville, Calif.	36,230	36,230	23,268	28,283	21,739	26,424	18,780	22,828	17,045	20,718	16,234	19,732	4½	Y	42	41½	15-25	Y	0	$237	100%	12	8,950	N	—	—	—	—	55	20	—	N	N
Valdosta, Ga.	—	—	11,893	18,246	10,821	16,584	9,398	14,376	8,968	13,709	8,558	10,821	6	Y	68	40	12-15	N	7½	—	100%	12	2,000	N	—	—	—	—	65	10	65	N	N
Vancouver, Wash.	30,617	36,011	28,536	31,452	25,872	27,168	23,460	24,648	—	—	17,496	21,300	4	N	71	40	25-42	Y	—	100%	100%	12	4,000	Y	—	50%	60%	—	47	25	—	Y	N
Wakefield, Mass.	—	31,512	—	—	21,008	21,944	17,420	19,084	—	17,420	14,040	15,756	4	Y	50	40	7-28	Y	11	$290	75%	10	—	Y	50%	63%	75%	80%	55	20	65	Y	N
Wausau, Wisc.	18,856	22,183	14,940	17,580	—	—	14,652	17,232	14,940	17,580	12,972	15,264	2	Y	—	40	6-30	Y	9	$225	90%	96	0	—	—	—	—	—	55	—	55	Y	Y
Wayne, Penna.	—	27,850	—	—	—	23,208	—	20,181	—	19,304	15,348	17,549	3	Y	50	40	10-25	Y	12	$400	100%	15	20,000	Y	—	50%	—	—	55	25	65	Y	Y
Webster Groves, Mo.	26,194	26,194	20,510	20,510	18,605	18,605	17,284	17,284	17,284	17,284	12,567	16,070	4	Y	43	40	12-24	Y	9	$420	50%	12	—	N	—	—	—	—	55	20	60	N	N
Wellesley, Mass.	22,468	33,702	—	—	17,466	26,199	15,398	23,098	15,764	18,545	14,595	17,174	2½	Y	55	40	5-25	Y	11	—	50%	8	—	Y	—	—	—	—	—	—	65	Y	N
Westfield, Mass.	—	26,016	—	20,788	16,007	17,959	13,681	15,349	—	13,008	11,594	13,008	4	Y	67	37½	14-30	Y	11	$300	65%	15	2,000	Y	—	—	—	—	55	20	65	N	N
Westfield, N.J.	30,000	32,000	—	22,675	—	20,925	—	19,175	—	18,075	11,625	17,425	4	Y	57	40	10-35	Y	12	100%	100%	15	0	N	—	60%	65%	70%	—	25	65	N	N
West Lafayette, Ind.	—	18,391	—	16,071	—	15,195	—	14,640	—	14,947	13,958	14,066	2	N	27	40	26	N	0	$300	100%	0	5,000	N	50%	—	—	—	—	20	55	N	N
West Mifflin, Penna.	19,838	—	—	—	18,252	—	16,369	—	—	—	—	—	—	Y	32	40	7-35	Y	9	$250	100%	10	25,000	Y	—	50%	—	—	55	25	65	Y	Y
West Warwick, R.I.	—	—	—	15,912	—	15,080	—	14,248	—	13,936	13,000	13,416	1	Y	54	37½	12-25	Y	12	$500	100%	15	0	N	—	50%	58⅓%	66⅔%	54	25	—	Y	N
Wheaton, Ill.	—	32,948	—	26,100	23,884	24,602	21,410	23,465	13,500	20,269	13,500	20,269	5	N	42	40	10-25	Y	9½	275	100%	12	20,000	Y	50%	55%	60%	60%	50	20	—	N	N
Wheeling, W. Va.	—	23,235	—	—	—	17,118	—	15,995	—	—	11,793	12,937	1	Y	91	40	5-20	Y	11	$170	100%	24	10,000	Y	60%	65%	65%	65%	50	20	65	N	N
Whitehall, Ohio	—	24,535	—	22,609	—	20,683	—	18,757	12,250	16,831	12,250	16,831	5	Y	38	40	11-21	Y	11	$350	100%	16	10,000	Y	40%	50%	60%	66%	52	15	—	N	N
Willingboro, N.J.	22,116	29,640	20,058	26,876	18,192	24,376	16,504	22,119	14,258	19,108	14,258	19,108	7	Y	52	40	14-22	Y	12	$180	100%	15	—	Y	50%	60%	65%	70%	43	25	—	Y	Y
Wilmette, Ill.	26,699	33,591	—	—	19,813	24,927	18,489	23,362	16,487	20,744	16,487	20,744	4½	Y	43	40	10-20	Y	10	$375	100%	100%	—	—	50%	60%	70%	75%	50	20	65	N	N
Wilmington, N.C.	23,833	33,366	17,858	22,712	15,494	19,663	13,409	17,018	12,787	16,240	11,106	14,747	5	Y	98	44	12-24	Y	10	—	100%	12	—	Y	31%	39%	46%	54%	50	30	—	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
25,000 TO 50,000 (Continued)																																	
Woonsocket, R.I.	19,000	20,550	14,600	16,100	14,167	15,258	13,100	14,200	13,100	14,200	12,125	13,440	1	Y	97	37½	16-28	Y	12	325	100%	15	20,000	N	—	50%	55%	60%	—	25	—	Y	N
Wyandotte, Mich.	26,582	32,323	—	—	24,044	25,251	22,152	23,254	—	22,089	18,200	21,049	3	Y	59	40	16-28	Y	12½	$550	100%	12	15,000	N	50%	62½%	67½%	70%	50	25	60	N	Y
Xenia, Ohio	22,214	24,544	—	—	19,510	21,548	16,827	18,574	—	—	11,502	16,016	6	Y	39	40	7-14	Y	9	$250	100%	15	10,000	Y	—	—	—	—	52	25	70	N	Y
York, Penna.	25,920	25,920	21,200	23,320	19,888	21,877	18,736	20,610	17,588	19,344	10,480	18,983	25	Y	90	40	14-25	Y	13	$150	100%	30	10,000	Y	50%	—	—	—	50	20	65	Y	Y
Ypsilanti, Mich.	29,084	35,436	25,957	29,871	22,959	26,625	21,128	24,502	—	23,335	16,600	22,350	4	N	49	40	13-21	Y	10	$400	100%	12	$15,000	N	—	62½	—	—	—	25	—	N	Y
Yuma, Ariz.	27,800	36,000	—	—	18,600	26,400	17,400	24,000	18,490	19,668	14,676	18,732	5	N	68	40	10-20	Y	10	$135	100%	12	—	N	50%	55%	60%	60%	41	20	65	N	Y
Zanesville, Ohio	19,302	27,310	15,205	20,592	—	—	13,000	16,994	11,794	13,312	11,794	13,312	5	Y	30	40	20	Y	0	$350	100%	15	0	Y	40%	50%	60%	66⅔%	52	25	70	N	Y
POPULATION: 10,000 TO 25,000																																	
Aberdeen, Wash.	25,716	31,272	22,764	27,684	20,652	25,104	18,732	22,764	—	—	16,992	20,652	4	N	39	40	12-20	Y	11	$200	100%	—	5,000	Y	40%	50%	60%	60%	50	25	75	N	N
Ada, Okla.	—	19,680	12,024	13,908	10,920	12,672	9,804	10,896	—	—	9,420	10,896	3	N	31	40	14-28	Y	9	$210	100%	15	—	N	50%	—	75%	—	—	20	—	N	N
Adrian, Mich.	—	24,610	—	—	—	—	—	19,020	—	17,600	15,686	17,246	2½	Y	36	40	5-20	Y	11	$200	100%	10	10,000	Y	—	—	50%	—	55	10	60	N	Y
Aiken, S.C.	20,005	22,180	—	—	14,910	17,721	12,878	14,659	15,360	17,721	10,074	16,460	—	N	60	40	10-20	N	9	$300	100%	12	2,000	N	35%	43%	52%	60%	55	20	—	N	N
Albert Lea, Minn.	—	28,412	22,052	23,252	19,593	20,593	—	—	19,000	19,531	17,180	17,700	2	N	29	40	12-20	Y	12	$225	100%	12	5,000	N	50%	50%	50%	50%	50	20	60	Y	Y
Albion, Mich.	—	—	—	—	14,899	18,111	14,181	17,243	14,181	17,243	13,059	15,872	4	Y	23	40	5-20	Y	9½	$250	100%	12	--	N	—	—	—	—	—	—	—	N	Y
Alexander City, Ala.	14,274	—	12,298	15,730	11,336	14,742	10,374	13,754	10,374	13,754	9,412	12,792	—	N	29	42	6-16	Y	7	—	50%	12	—	N	—	—	—	—	65	—	65	Y	N
Aliquippa, Penna.	17,500	—	16,000	—	—	—	15,500	—	—	—	—	15,000	—	Y	—	40	28	Y	8	$400	100%	30	—	Y	50%	50%	50%	50%	55	25	60	Y	Y
Amherst, Ohio	19,735	—	17,357	—	15,915	—	15,099	—	15,099	—	12,256	13,863	3	Y	14	40	7-28	Y	11	$225	100%	15	5,000	Y	—	50%	—	—	52	25	—	N	N
Anoka, Minn.	23,000	28,000	22,000	26,000	—	—	22,000	22,000	19,608	19,608	15,600	19,608	4	N	20	40	10-20	Y	11	100%	100%	12	10,000	N	50%	60%	70%	80%	55	10	65	N	N
Asbury Park, N.J.	—	25,275	21,275	—	—	—	19,275	—	—	17,475	13,100	17,275	4	Y	57	40	13-27	Y	14	$350	100%	16	—	Y	—	60%	65%	—	—	25	65	Y	—
Ashland, Ohio	18,766	20,566	15,392	17,192	14,352	16,152	13,457	15,257	—	—	11,460	12,625	1	Y	30	40	14-28	Y	11	$325	50%	15	2,500	Y	—	50%	60%	—	—	36	—	N	Y
Aston Twp, Pa.	26,000	—	—	—	—	—	19,369	—	—	—	16,608	17,608	1	Y	18	40	12-30	Y	15	0	100%	17	30,000	Y	—	50%	—	—	55	25	—	Y	N
Audubon, N.J.	19,500	—	17,850	—	—	—	16,327	—	—	—	13,350	14,950	3	Y	15	40	14-28	Y	14	$300	100%	12	5,000	N	—	—	—	—	—	25	65	N	Y
Augusta, Me.	21,185	24,567	14,987	16,065	13,437	14,605	11,976	13,145	11,609	15,420	9,898	11,789	3	N	35	42	10-25	Y	10	100%	100%	12	—	Y	50%	—	—	—	—	20	—	N	Y
Barre, Vt.	14,500	17,000	—	—	—	—	13,312	13,312	13,300	13,400	9,600	12,000	3	Y	14	40	14-28	Y	12	—	100%	12	—	N	30%	30%	30%	30%	55	10	62	N	Y
Bartow, Fla.	22,000	—	20,000	—	16,000	—	14,000	—	13,500	—	11,925	13,000	1	Y	30	40	7-28	Y	10	$300	50%	12	7,500	N	—	—	—	—	50	10	65	N	Y
Bay City, Tex.	23,000	—	18,000	—	16,800	—	15,000	—	15,000	—	12,600	15,000	—	—	25	40	7-28	Y	6	$300	100%	12	0	N	—	—	50%	—	—	28	—	N	N
Bay Village, Ohio	24,450	24,450	—	—	21,050	21,050	19,950	19,950	19,130	19,130	[illegible]	18,650	3	Y	22	40	14-28	Y	11	$400	100%	15	20,000	Y	30%	60%	67½%	72%	52	25	65	N	Y
Beachwood, Ohio	—	26,000	—	—	21,150	21,150	19,430	19,430	—	—	14,500	18,050	3	Y	30	40	7-28	Y	8	$400	100%	15	—	Y	—	60%	67½%	72%	52	25	65	—	N
Beacon, N.Y.	22,140	22,140	—	—	18,360	18,630	17,280	17,580	16,740	17,010	12,690	16,200	5	Y	31	40	10-25	Y	11	$350	100%	13½	—	Y	50%	50%	—	—	40	20	65	N	Y
Beatrice, Neb.	—	—	—	—	—	—	12,646	15,350	—	—	12,001	14,144	20	Y	20	40	10-20	Y	11	100%	100%	12	5,000	Y	—	50%	—	—	60	25	65	N	Y
Beaver Dam, Wisc.	—	18,060	—	—	—	—	16,572	17,304	16,152	16,500	12,840	15,888	3	Y	27	42½	10-20	Y	10	$220	100%	12	8,000	N	—	—	—	—	55	10	—	Y	Y
Beaver Falls, Penna	17,221	—	16,160	—	—	—	15,503	—	—	—	12,777	14,510	3	Y	21	40	14-42	Y	9	$200	100%	12	12,000	Y	50%	50%	50%	50%	—	20	—	Y	N
Beckley, W. Va.	—	—	17,352	18,514	15,785	17,225	14,208	15,936	—	—	11,766	14,598	15	Y	43	40	10-25	Y	11	$200	—	12	20,000	Y	60%	65%	—	—	50	20	50	N	Y
Bedford, Ind.	17,160	—	14,768	—	14,196	—	—	—	14,196	—	12,636	13,572	7	N	32	40	7-14	N	0	$400	100%	—	0	N	50%	60%	70%	74%	41	20	—	N	N
Bedford, Ohio	20,436	22,836	—	—	17,919	20,285	16,290	18,441	14,809	16,764	14,809	16,764	2	Y	26	40	14-35	Y	8	$300	100%	15	5,000	Y	40%	50%	60%	66%	52	25	65	N	Y
Bellevue, Penna.	—	22,000	—	—	—	19,200	—	—	—	—	15,200	17,200	2	Y	16	40	14-35	Y	12	100%	100%	15	30,000	Y	50%	50%	50%	50%	55	20	—	N	Y
Bellwood, Ill.	26,333	—	—	—	23,760	—	21,884	—	—	—	17,506	19,483	4	N	38	40	10-25	Y	8	$250	100%	100%	10,000	—	50%	60%	70%	75%	50	20	—	N	N
Belvidere, Ill.	23,000	23,000	17,604	17,604	—	—	—	—	14,725	14,725	12,672	14,725	19	Y	21	40	10-20	Y	10	$150	100%	160	5,000	Y	50%	60%	70%	75%	50	20	60	N	Y
Benton, Ark.	17,064	—	12,120	—	11,400	—	10,488	—	11,400	—	9,000	9,936	—	N	15	40	15	Y	15	$180	50%	18	5,000	Y	50%	—	—	—	45	20	—	N	Y
Benton Harbor, Mi.	30,056	—	25,886	—	21,390	22,460	19,389	20,359	17,117	—	12,717	16,148	2	Y	36	40	5-25	Y	11	$150	100%	10	30,000	N	40%	50%	55%	60%	55	25	55	N	Y
Berlin, N.H.	—	19,657	—	—	—	—	—	14,144	—	14,903	12,604	13,166	8	Y	28	40	14-30	Y	9	$325	100%	90	6,000	N	50%	55%	60%	65%	50	20	65	Y	Y
Berwick, Penna.	15,692	—	—	—	—	—	14,140	—	15,230	—	12,580	13,620	3	Y	13	40	7-28	Y	11	$300	100%	25	20,000	Y	50%	50%	—	—	55	25	65	Y	Y
Bethlehem Twp., Pa.	—	20,000	—	—	—	—	—	18,000	—	18,000	12,000	16,500	3	Y	17	40	10-20	Y	12	$425	100%	20	16,000	Y	—	50%	50%	50%	55	25	62	Y	Y

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Bexley, Ohio	—	20,952	—	—	—	18,900	—	17,766	—	15,606	9,964	15,606	4	Y	24	40	10-20	Y	9	$400	100%	15	5,000	Y	—	50%	60%	—	52	25	65	N	N
Bloomsburg, Penna.	—	17,000	—	—	—	—	—	13,956	—	—	9,500	12,778	4	Y	11	40	10-25	Y	11	100%	100%	18	35,000	Y	50%	50%	50%	50%	55	20	70	Y	N
Bluefield, W. Va. ..	—	—	13,612	14,813	13,409	14,289	12,086	13,127	—	—	10,666	12,320	15	Y	29	40	14-17	Y	11	$225	100%	30	2,000	Y	60%	65%	65%	65%	50	20	65	N	N
Bogalusa, La.	—	17,123	—	12,297	—	11,313	—	10,858	—	—	8,821	9,837	3	Y	33	42	15-35	Y	11	$170	100%	365	5,000	Y	66⅔%	83⅓%	100%	—	50	20	—	Y	N
Boone, Iowa	19,680	20,400	15,900	16,620	—	—	—	—	17,820	—	11,928	15,168	20	Y	16	42	6-24	Y	10	$240	100%	18	1,000	Y	—	50%	50%	50%	55	22	65	N	N
Bound Brook, N.J. ..	19,000	24,000	—	19,807	—	18,995	—	17,195	—	16,527	11,250	15,865	2	Y	22	40	5-25	N	10	$225	100%	100%	10,000	N	—	60%	65%	—	—	25	65	N	N
Brainerd, Minn. ...	—	20,100	—	17,136	—	—	—	16,716	—	—	13,836	16,141	10	N	18	40	14-21	Y	11	$250	100%	12	10,000	Y	50%	—	—	—	50	20	—	Y	Y
Brattleboro, Vt.	15,375	19,400	13,675	16,625	—	—	13,007	14,398	13,007	13,676	10,179	12,383	3½	N	25	40	18-24	Y	11	100%	100%	12	5,000	N	50%	55%	60%	65%	60	20	65	N	N
Brawley, Calif.	—	21,168	—	—	—	18,600	—	16,944	—	—	13,463	16,116	3	Y	26	40	10-20	Y	8	$300	100%	12	10,000	N	50%	60%	70%	75%	55	20	60	Y	N
Bristol, R.I.	—	19,897	—	17,184	—	15,872	—	15,015	—	15,015	—	14,240	3	N	28	40	5-25	Y	12	$325	100%	20	0	N	—	50%	55%	60%	—	10	—	N	N
Bristol, Va.	17,014	21,715	15,434	16,203	13,998	14,706	12,688	13,333	—	—	9,480	12,085	5	N	36	40	10-12	Y	8	100%	100%	15	—	N	—	—	—	—	62	30	—	N	—
Brookfield, Ill.	23,784	30,408	20,544	26,280	19,584	25,032	17,760	22,680	16,104	20,592	16,104	20,592	—	N	28	41½	14-35	Y	10½	0	100%	12	10,000	Y	50%	60%	70%	75%	50	20	62	N	Y
Brookings, S.D.	—	19,536	—	15,681	—	15,012	—	14,712	—	—	11,708	14,361	4	Y	25	40	10-20	Y	8	100%	100%	60	10,000	N	40%	50%	60%	70%	55	25	—	Y	N
Brooklyn, Ohio	27,841	—	—	—	—	—	22,080	—	20,379	—	14,618	19,779	1	Y	31	40	14-28	Y	9	$300	100%	15	3,500	Y	—	60%	67½%	—	52	25	70	N	Y
Bucyrus, Ohio	—	20,520	—	17,868	—	15,480	—	—	—	17,868	13,572	14,040	2	Y	21	40	14-28	Y	8	$250	100%	15	0	Y	—	60%	60%	72%	48	25	—	Y	Y
Burlington, N.J. ...	22,990	23,827	—	—	18,343	19,140	—	—	14,355	17,811	13,890	17,213	3	Y	33	40	12-25	Y	12	$200	100%	18	—	Y	—	60%	65%	65%	—	25	65	Y	Y
Butler, Penna.	21,191	22,316	18,385	19,510	17,376	18,501	16,365	17,490	18,385	19,510	15,356	16,481	19	Y	28	40	15-30	Y	9	$300	100%	21	10,000	Y	50%	60%	—	—	50	20	65	Y	Y
Cahokia, Ill.	23,562	25,446	21,378	22,874	20,193	21,374	19,194	20,729	—	—	—	—	20	Y	26	40	7-35	Y	—	$420	100%	12	3,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Cambridge, Md. ...	17,491	25,846	14,995	22,156	13,884	20,516	12,855	18,996	11,021	16,286	9,447	13,962	10	N	36	40	7-30	Y	14	$250	100%	15	1,000	N	40%	48%	55%	60%	—	30	70	N	N
Camden, Ark.	15,329	17,929	12,604	14,726	11,190	13,104	9,963	11,648	—	—	8,840	10,358	5	Y	26	40	15	Y	11	$400	100%	20	5,000	Y	50%	50%	50%	50%	41	20	60	N	Y
Canton, Ill.	23,000	—	—	—	—	—	14,935	18,235	—	—	13,435	16,370	10	Y	18	40	14-35	Y	7	$310	100%	5	6,000	Y	—	—	—	—	50	20	—	Y	Y
Carbondale, Penna.	—	14,150	—	—	—	13,650	—	13,150	—	13,150	11,850	12,450	½	Y	18	40	21-28	Y	12	$250	100%	15	10,000	Y	50%	62½%	75%	87½%	50	20	65	N	Y
Carlisle, Penna. ...	22,200	—	—	—	—	—	16,600	—	14,514	—	11,614	14,214	3	Y	26	40	10-20	Y	8	$250	100%	12	—	Y	—	50%	—	—	55	25	—	N	N
Carnegie, Penna. ..	19,616	—	—	—	—	—	15,550	—	—	—	13,450	14,950	1	Y	13	40	5-25	Y	9	$275	100%	15	25,000	Y	50%	50%	50%	50%	55	25	65	N	Y
Carrollton, Ga.	16,400	—	—	—	13,000	—	12,000	—	—	—	9,000	10,000	1	Y	31	42	5-15	Y	5	0	100%	12	5,000	N	—	—	—	—	65	10	—	N	N
Casa Grande, Ariz. .	20,280	26,724	—	—	16,116	21,240	14,700	19,380	12,816	16,860	12,816	16,860	5	N	33	40	12-24	N	9	100%	100%	12	5,000	N	50%	55%	60%	60%	39	20	65	N	Y
Center Line, Mich. .	—	—	—	—	—	24,821	—	23,088	—	21,477	15,220	19,979	4	Y	18	40	16-25	Y	13	$400	100%	100%	20,000	N	—	62½%	—	—	50	25	65	Y	Y
Chambersburg, Pa.	—	20,672	—	—	—	—	13,889	14,531	—	—	10,000	13,247	12	N	26	40	10-20	Y	11	0	100%	18	12,000	Y	70%	70%	—	—	55	25	—	Y	Y
Chanute, Kans.	—	18,900	—	15,400	—	—	—	12,210	—	12,584	10,316	11,336	1	Y	20	40	10-20	Y	9	0	100%	12	0	N	40%	50%	60%	70%	55	20	—	N	Y
Chelsea, Mass.	—	34,025	—	24,552	—	21,349	—	18,565	—	—	14,280	16,143	2	Y	73	40	21-42	Y	14	$300	75%	100%	2,000	Y	—	—	—	—	55	20	65	Y	Y
Cheviot, Ohio	—	16,641	—	—	—	—	—	15,143	—	—	12,749	14,166	1	Y	9	42½	14	Y	9	$200	100%	15	0	Y	—	—	—	—	52	25	70	N	N
Chickasha, Okla. ..	17,064	18,000	—	12,348	—	11,472	—	10,920	—	11,748	9,180	10,128	1	N	31	40	7-21	Y	7	$240	100%	12	10,000	N	50%	62½%	75%	75%	41	20	60	N	N
Claremont, N.H. ...	—	18,810	—	14,634	—	14,117	—	13,172	—	12,978	11,410	12,453	5	Y	25	40	10-25	Y	11	100%	100%	15	—	N	50%	60%	67%	—	45	20	—	N	N
Claremore, Okla.	13,800	—	11,664	—	11,280	—	—	—	11,016	—	10,308	11,016	1½	Y	19	40	5-25	Y	12	$540	100%	12	6,000	N	50%	62½%	75%	75%	41	20	65	N	Y
Clayton, Mo.	29,256	31,272	19,752	21,432	—	—	17,976	19,500	16,464	17,868	14,856	17,208	2½	Y	52	40	12-18	Y	8	$300	100%	12	15,000	N	—	—	—	—	46	25	—	N	N
Cleburne, Tex.	—	—	—	—	15,780	16,140	14,700	—	13,680	15,780	11,424	13,680	2	Y	32	40	15	Y	9	—	100%	15	—	Y	—	—	—	—	50	25	—	N	N
Cliffside Park, N.J. .	—	—	19,431	—	18,431	—	17,431	—	—	—	13,075	16,431	3	Y	41	40	18-31	Y	12	$250	100%	14	—	N	—	60%	65%	—	52	25	65	N	Y
Clinton, Okla.	18,000	—	11,400	—	10,800	—	—	—	10,800	—	9,300	10,200	1	N	13	40	14	Y	7	$180	100%	12	—	N	50%	—	—	—	—	20	65	N	N
Coeur d'Alene, Ida. .	18,912	23,028	—	—	16,308	19,860	14,496	17,652	—	—	12,132	14,784	4½	N	28	40	12-24	Y	10	100%	100%	15	15,000	Y	—	33⅓	60%	70%	50	25	—	Y	N
Collingswood, N.J. .	25,415	—	23,105	—	21,005	—	19,096	—	17,360	—	13,930	17,360	3	Y	14	40	5-20	Y	15	$275	100%	100%	—	N	—	—	—	—	—	25	—	N	N
Collinsville, Ill.	22,460	—	—	—	—	—	17,076	—	16,494	—	15,621	16,016	1	Y	29	40	5-20	Y	10	—	100%	18	3,000	N	50%	60%	70%	75%	50	20	65	N	Y
Colton, Calif.	25,044	29,880	—	—	21,384	25,512	20,832	24,840	16,716	19,932	16,056	18,744	3½	N	37	40	10-20	Y	13	$120	100%	12	$6,000	Y	—	—	—	—	50	20	60	N	N
Columbia, Penna. ..	17,500	—	—	—	—	—	13,800	—	—	—	9,000	13,400	5	Y	10	40	5-30	Y	10	$100	50%	17	10,000	Y	—	50%	50%	50%	55	25	—	N	Y
Conneaut, Ohio	16,000	16,000	—	—	14,000	—	13,500	—	—	—	—	13,100	2	Y	21	40	14-35	Y	12	$400	100%	15	10,000	Y	—	—	—	—	52	25	—	Y	Y
Connersville, Ind. ..	—	14,904	—	13,344	—	—	—	12,936	—	13,608	12,350	12,394	¼	Y	36	40	15-35	Y	7	$425	75%	12	10,000	N	50%	60%	70%	74%	41	20	55	Y	N

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN —MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Cordele, Ga.	—	13,676	—	10,175	—	9,432	—	—	—	—	8,045	8,902	1	N	29	40	6	Y	6	—	100%	6	6,000	N	27%	33%	40%	47%	55	11	65	N	Y
Crawfordsville, Ind.	18,500	18,500	15,374	15,885	15,008	15,545	13,046	14,924	13,046	15,545	10,960	12,712	20	Y	27	40	7-21	Y	12	$375	99%	—	2,000	N	50%	60%	70%	74%	41	20	—	N	Y
Crestwood, Mo.	—	—	—	—	18,874	23,979	15,598	19,817	14,180	18,015	12,890	16,377	6½	N	29	40	10-20	Y	11½	$390	100%	12	—	Y	—	—	—	—	55	10	65	N	N
Crowley, La.	17,040	—	13,320	—	12,650	—	11,856	—	—	—	6,360	10,428	6	Y	30	40	15-21	Y	5	$200	50%	365	—	Y	66⅔%	82½%	100%	100%	50	20	—	N	Y
Cudahy, Wisc.	27,879	—	—	25,186	—	23,968	—	21,978	—	21,978	16,065	18,870	3	Y	35	39	14-35	Y	10	$275	100%	12	—	Y	—	48%	50%	—	55	25	—	Y	Y
Cullman, Ala.	15,950	15,950	—	—	11,149	13,894	10,733	13,478	10,316	13,062	9,900	12,646	5	N	28	40	10	Y	7	$200	100%	12	5,000	Y	—	—	—	—	60	10	70	N	N
Deerfield, Ill.	29,708	34,950	—	—	22,715	26,724	20,934	24,628	15,193	21,506	15,193	21,506	4	N	33	40	10-25	Y	12	$300	100%	12	8,000	N	50%	60%	70%	75%	50	20	63	N	Y
Delano, Calif.	22,884	30,012	—	—	—	—	14,070	17,136	13,440	16,320	13,440	16,320	3½	Y	30	40	12-22	Y	11½	$480	100%	12	5,000	N	—	—	—	—	60	20	65	Y	N
Delaware, Ohio	23,612	26,439	19,341	20,539	—	—	17,617	19,022	—	—	13,671	17,117	4	Y	29	40	10-25	Y	10	$150	100%	15	5,000	Y	—	50%	60%	66%	52	25	—	N	Y
Deming, N.M.	12,900	16,428	10,860	13,812	10,152	12,900	—	—	9,792	12,456	9,468	12,060	5½	Y	21	42	8-21	Y	9	$120	50%	11	—	Y	40%	50%	50%	50%	55	25	—	N	Y
Derby, Conn.	17,334	17,857	—	—	16,134	16,657	14,502	15,010	14,934	15,457	13,659	13,925	1	N	25	40	14-28	Y	11	$300	100%	16	2,000	N	—	—	—	—	—	10	65	Y	Y
Dixon, Ill.	—	22,086	—	—	—	18,405	—	16,004	—	14,550	11,586	14,550	3	N	23	40	10-18	Y	0	100%	100%	120	7,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Dormont Boro., Pa.	—	20,785	—	—	—	18,200	—	16,662	—	—	12,500	16,162	4	Y	14	40	10-27	Y	10	$275	100%	25	27,000	Y	—	50%	—	—	55	25	65	N	N
Douglas, Ariz.	—	—	—	—	13,230	22,123	12,844	21,123	12,280	20,195	11,744	19,691	14	N	19	40	21-42	Y	8	$300	100%	12	2,000	N	50%	55%	60%	60%	—	20	70	N	Y
Dover, N.J.	—	25,848	—	22,418	—	22,150	—	20,700	—	—	12,000	19,300	5	—	31	40	12-25	Y	13	$250	100%	15	—	Y	50%	60%	—	—	—	25	65	N	N
Dover, Ohio	17,145	17,145	13,075	—	—	—	—	—	13,075	—	11,540	12,403	1	Y	19	40	10-25	Y	9	$200	100%	15	6,000	Y	—	50%	60%	66%	52	25	65	Y	Y
Dumont, N.J.	28,000	—	23,223	—	22,043	—	20,864	—	20,532	—	17,042	19,664	2	Y	38	40	14-42	Y	12	$350	100%	30	2,000	N	50%	60%	65%	65%	55	25	65	Y	N
Duncan, Okla.	—	18,835	—	15,938	—	14,659	—	14,034	—	13,327	9,600	13,327	4	N	40	40	5-20	N	8	$150	100%	24	8,000	N	50%	62½%	75%	75%	41	20	70	N	N
Dunkirk, N.Y.	20,324	—	—	—	16,692	—	—	—	—	—	10,972	15,226	3	N	33	40	10-25	Y	12	$450	100%	12	5,000	Y	50%	—	—	—	—	20	62	Y	Y
Duquesne, Penna.	—	21,700	—	17,244	—	17,244	—	16,916	—	17,244	14,061	15,600	1	Y	25	40	7-49	Y	13	$300	100%	17	20,000	Y	50%	50%	50%	50%	50	20	—	Y	Y
Durango, Colo.	23,261	29,679	19,128	24,674	—	—	15,740	20,089	—	—	12,476	14,847	3	N	23	40	5-20	Y	9	$180	50%	10	5,000	N	50%	50%	50%	50%	46	20	—	N	N
Durant, Okla.	—	—	9,785	11,592	9,461	11,202	9,162	10,825	9,630	11,397	8,590	10,124	4½	Y	23	40	10-15	Y	9	100%	100%	10	3,000	N	50%	60%	75%	—	—	20	65	N	N
Dyer, Ind.	21,840	22,940	—	—	18,480	19,580	17,360	18,460	—	—	14,560	17,380	20	Y	12	40	6-30	N	6	$300	100%	30	10,000	Y	50%	60%	70%	74%	—	20	—	N	N
Dyersburg, Tenn.	16,230	—	12,366	—	—	—	11,336	—	10,951	—	8,843	10,504	4	Y	38	40	14-21	Y	12	$200	100%	12	3,000	N	33%	41%	49%	49%	60	20	65	N	Y
E. Grand Rapids, Mi.	25,792	—	22,750	—	21,216	—	18,980	19,968	18,980	19,968	14,170	18,460	4	Y	16	40	10-20	Y	12	100%	100%	12	—	N	—	—	—	—	55	10	70	N	N
East Moline, Ill.	30,695	—	27,446	—	22,307	24,980	20,559	23,812	—	—	17,308	20,787	5	Y	31	40	14-35	Y	9	$250	100%	15	2,000	Y	50%	60%	70%	75%	50	20	65	Y	N
Ecorse, Mich.	—	28,972	—	—	—	22,950	—	22,021	—	21,602	18,421	20,544	3	Y	45	40	24	Y	14	$525	100%	12	15,000	N	50%	50%	50%	50%	55	25	60	Y	Y
El Centro, Calif.	25,476	30,960	19,932	24,252	17,940	21,804	16,272	19,776	—	—	14,052	17,064	3	Y	36	40	15-20	Y	10	$300	100%	12	2,500	Y	50%	62½%	75%	87½%	55	20	65	Y	N
El Dorado, Kans.	18,474	23,578	15,958	20,368	14,474	18,474	13,129	16,756	—	—	11,342	15,198	6	Y	21	40	12-17	Y	7	$175	50%	12	—	N	—	—	—	—	60	—	70	N	N
Elizabeth City, N.C.	16,932	22,488	—	—	12,031	15,352	10,394	13,593	10,914	11,747	8,714	11,677	—	N	33	40	10	Y	8	100%	100%	12	1,000	N	—	—	—	—	50	15	65	N	N
Elizabethtown, Ky.	11,969	18,288	—	—	10,099	14,328	9,387	13,512	—	—	8,418	11,856	5	N	21	40	7-21	Y	6	$250	100%	12	—	Y	—	—	—	—	—	15	70	N	Y
El Reno, Okla.	15,480	18,540	12,600	13,860	—	—	10,380	12,600	—	—	8,580	11,460	—	N	6	40	15-30	Y	7	$300	100%	12	5,000	N	50%	60%	70%	75%	—	20	65	N	N
El Segundo, Ca.	32,928	46,476	28,080	39,732	23,742	33,600	21,048	29,808	19,044	23,243	18,137	22,136	3½	N	58	40	12-22	Y	11	$180	100%	12	10,000	Y	40%	50%	60%	70%	50	20	65	N	N
Endicott, N.Y.	—	20,800	—	17,738	—	16,525	—	15,311	14,099	15,311	10,000	14,099	2	Y	38	40	5-20	Y	11	$225	100%	12	0	Y	—	50%	—	—	—	25	70	N	Y
Englewood, N.J.	—	28,000	20,228	21,028	19,000	19,595	18,000	18,492	—	—	11,500	17,500	4	Y	81	40	24	Y	13	$300	100%	15	—	N	—	—	—	—	—	25	65	N	N
Ephrata, Penna.	—	20,134	—	—	—	18,824	—	15,860	—	17,576	10,400	14,664	5	Y	14	40	7-20	Y	9	$150	100%	12	25,000	Y	—	50%	—	—	55	25	—	N	N
Eufaula, Ala.	—	—	—	—	12,064	14,560	10,816	13,312	—	—	8,424	11,128	4	Y	24	40	12-21	Y	7	100%	100%	12	5,000	Y	—	—	—	—	65	20	65	Y	Y
Eureka, Calif.	23,652	28,752	20,448	24,864	—	—	17,280	21,000	—	—	14,940	18,156	—	N	44	40	12-22	Y	12½	$300	100%	12	5,000	N	45%	50%	50%	50%	50	5	67	N	Y
Fairfield, Ala.	25,346	27,980	—	—	18,001	24,120	15,604	20,875	15,604	20,875	13,465	18,960	4	Y	28	40	12-24	N	12	$225	50%	12	15,000	Y	45%	55%	65%	75%	55	30	65	N	N
Fairview Hgts., Ill.	24,036	26,920	—	—	21,948	24,581	20,004	22,404	15,588	17,458	15,588	17,458	7	N	28	40	5-15	Y	10	0	100%	15	—	N	50%	60%	70%	70%	50	20	65	Y	N
Fergus Falls, Minn.	—	—	—	—	—	—	16,000	16,000	14,800	14,800	12,000	14,800	2	Y	19	40	12-24	Y	10	$200	100%	12	5,000	Y	—	—	—	—	—	20	65	Y	Y
Festus, Mo.	19,100	—	—	—	—	—	15,200	—	15,200	—	13,399	14,350	1	N	14	40	7-42	N	8	$250	100%	28	5,000	Y	—	30%	40%	50%	50	25	60	N	N
Floral Park, N.Y.	—	—	—	34,268	—	31,826	26,740	28,340	26,086	27,686	13,374	24,100	5	Y	31	40	20-27	Y	12	—	100%	26	15,000	Y	50%	50%	50%	50%	—	20	62	Y	N
Folcroft, Penna.	—	23,894	—	—	—	—	—	21,722	—	—	16,934	18,136	2	Y	10	40	10-25	Y	7	0	100%	15	—	Y	50%	50%	50%	50%	55	20	—	Y	N
Forest Park, Ill.	—	26,775	—	—	—	23,960	—	21,734	—	—	15,949	19,835	4	N	32	40	14-35	Y	12	120	100%	180	10,000	Y	50%	60%	65%	65%	50	20	65	N	Y

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Fort Thomas, Ky.	—	23,760	—	—	—	17,092	—	15,750	—	—	13,994	15,082	5	N	21	40	10-20	Y	10	0	100%	10	10,000	Y	50%	50%	50%	50%	52	20	—	N	N
Fostoria, Ohio	23,000	23,000	18,948	18,948	—	—	17,721	17,721	—	—	13,894	16,681	3	Y	27	40	10-30	Y	13	—	100%	15	15,000	Y	—	50%	60%	66%	52	25	—	Y	Y
Frankfort, Ind.	—	15,229	—	13,030	—	12,769	—	12,454	—	13,343	—	12,121	—	N	27	40	14-28	Y	0	$450	100%	90	0	N	50%	60%	70%	74%	—	20	—	N	Y
Franklin, Ind.	—	14,835	—	13,115	—	12,792	—	12,577	—	—	11,690	12,255	1	Y	19	40	14-21	Y	13	$400	75%	100%	—	N	50%	60%	70%	74%	—	20	—	N	Y
Frederick, Md.	20,475	20,475	14,665	19,798	13,615	18,853	12,915	17,435	—	—	10,815	16,018	21	Y	75	40	7-25	Y	9	$125	91½%	30	2,000	Y	—	—	55%	55%	55	30	65	N	Y
Fredericksburg, Va.	18,460	27,222	13,182	19,370	12,558	18,460	11,440	16,744	10,400	15,210	10,400	15,210	21	Y	37	40	10-20	Y	7	0	100%	12	—	N	—	—	—	—	55	30	60	N	N
Fremont, Ohio	—	20,340	—	17,549	—	16,294	—	15,287	—	14,314	11,695	14,314	1	Y	32	40	7-35	Y	11	$350	100%	15	5,000	Y	—	60%	67½%	72%	52	25	—	Y	Y
Gainesville, Ga.	16,326	22,956	12,792	18,000	11,604	16,326	10,020	14,101	9,090	12,792	9,090	12,792	13	Y	57	40	15	Y	5	$325	100%	15	7,500	Y	—	50%	50%	50%	—	25	—	N	N
Galena Park, Tex.	—	22,693	—	—	—	—	16,543	—	16,451	—	14,400	16,451	1	Y	18	40	15	Y	7	0	100%	15	5,000	Y	—	—	—	—	55	25	—	N	N
Gallup, N.M.	23,148	25,428	19,000	23,148	18,000	18,720	12,000	18,348	14,160	16,560	9,600	14,244	5	Y	40	40	12-27	Y	11	100%	50%	15	1,000	N	40%	50%	50%	50%	—	25	—	N	N
Geneva, N.Y.	—	22,899	17,501	19,486	15,981	17,929	14,841	16,585	—	—	13,114	14,873	3	Y	34	40	10-25	Y	12	$300	100%	100%	0	Y	—	50%	—	—	46	25	62	Y	N
Girard City, Ohio	—	17,292	—	15,378	—	—	—	—	—	—	14,244	14,300	30	Y	21	40	14-28	Y	11	$250	100%	100%	5,000	Y	—	50%	66%	66%	52	25	70	N	Y
Glencoe, Ill.	27,350	—	25,140	26,220	21,900	23,640	—	—	—	—	15,900	19,560	4	N	29	40	10-20	Y	11	$175	50%	12	5,000	N	50%	60%	75%	75%	50	20	—	N	N
Glens Falls, N.Y.	17,500	17,500	13,933	15,327	—	—	13,933	14,633	14,180	14,855	11,461	13,568	9	N	33	40	14-35	Y	10	$325	100%	15	0	Y	—	50%	—	—	55	—	70	N	Y
Gloucester City, N.J.	—	17,300	—	—	—	—	—	15,800	—	15,800	12,900	14,700	4	Y	23	40	12-25	Y	13	—	100%	15	50,000	Y	—	60%	65%	65%	—	25	65	N	N
Grand Haven, Mich.	22,451	26,004	—	—	—	—	16,656	19,293	16,656	19,293	15,329	17,756	3	N	23	40	5-20	Y	8	$235	100%	12	10,000	N	40%	50%	57%	60%	55	15	65	N	N
Grand Junction, Co.	27,480	27,480	25,956	25,956	22,380	23,508	19,296	21,300	15,072	19,296	13,656	18,372	5½	N	61	40	12-21	Y	9	—	100%	15	6,676	N	—	50%	55%	60%	60	25	60	N	N
Grants Pass, Ore.	—	25,044	—	21,216	—	19,668	14,040	17,904	—	—	12,216	15,576	4	N	29	40	10-20	Y	9	100%	100%	12	10,000	N	—	—	—	—	55	—	60	N	Y
Greenbelt, Md.	20,842	27,539	19,386	25,563	18,117	25,563	16,058	22,131	—	—	13,187	18,283	15	Y	26	40	13-25	Y	13	100%	75%	13	10,000	N	—	46%	55%	64%	46	25	70	N	N
Greeneville, Tenn.	15,814	—	12,621	—	12,146	—	11,800	—	11,557	—	8,856	11,557	5	N	36	40	14-22	Y	5	100%	100%	12	5,000	Y	—	63%	75%	75%	55	25	—	Y	N
Greenville, Ohio	—	18,013	—	—	—	16,300	—	—	—	—	10,000	14,600	3	N	18	40	14-35	Y	10	—	100%	14	5,000	Y	—	—	—	—	52	25	—	N	Y
Greenville, Tex.	—	—	15,048	—	—	—	14,148	—	14,148	—	11,028	12,540	2½	Y	28	40	15	Y	7	$250	100%	15	11,000	Y	—	—	—	—	55	25	—	N	N
Greenwood, Ind.	—	15,380	—	14,150	—	13,930	—	13,610	—	—	11,675	13,175	1	Y	25	—	7-21	N	12	$500	75%	90	7,000	N	—	—	—	—	—	20	70	N	N
Grosse Pointe Woods, Mich.	32,000	34,000	—	—	28,800	28,800	24,500	24,500	22,000	22,000	19,000	22,000	4	Y	47	40	22-28	Y	10	$450	100%	15	25,000	N	—	62½%	67½%	72½%	50	25	60	N	N
Haddonfield, N.J.	22,979	—	21,044	—	19,896	—	18,088	—	—	—	12,412	17,044	2½	Y	23	42	7-28	Y	12	$250	100%	—	—	N	—	60%	65%	—	—	25	65	N	N
Hanford, Calif.	22,860	27,648	18,540	22,428	16,860	20,400	15,912	19,212	14,808	17,892	14,136	17,040	3½	N	31	40	10-20	Y	10	$275	50%	12	8,000	N	50%	50%	50%	50%	50	20	65	N	N
Hannibal, Mo.	21,322	—	13,247	—	12,459	—	12,048	—	11,794	—	10,995	11,144	½	Y	32	40	14-28	Y	9	$250	100%	100%	0	N	—	39%	39%	39%	55	25	—	N	Y
Hanover, Penna.	25,700	—	—	—	20,130	—	15,768	16,740	—	—	12,200	14,700	5	Y	15	42	5-20	Y	8	100%	100%	10	—	Y	—	50%	—	—	55	25	—	N	N
Hanover Park, Ill.	—	28,500	—	—	—	25,500	17,818	21,651	14,659	18,707	14,659	18,707	4	N	32	40	10-20	Y	10	$300	100%	12	—	N	50%	60%	70%	70%	50	20	62	N	Y
Harrison, N.J.	27,801	27,801	20,750	20,750	19,355	19,355	18,153	18,153	—	—	11,924	16,665	2	Y	58	40	20-36	Y	12	$300	100%	365	2,500	Y	—	—	—	—	46	25	65	N	N
Harrisonburg, Va.	20,300	—	16,700	—	16,000	—	14,500	—	13,200	—	9,700	13,200	—	N	28	40	12-18	Y	8	—	50%	15	—	N	—	—	—	—	—	—	65	N	N
Hasbrouck Heights, N.J.	—	—	—	20,493	—	19,584	—	18,672	—	18,972	12,316	17,757	5	Y	28	37½	10-20	Y	12	$400	100%	100%	—	N	—	60%	65%	65%	—	25	65	N	N
Hazard, Ky.	—	16,800	—	15,600	—	13,800	—	13,200	—	14,400	8,400	9,600	1	Y	14	40	15	Y	8	100%	—	12	2,000	N	50%	52%	55%	60%	—	20	—	N	Y
Hazel Park, Mich.	—	34,435	—	29,901	—	25,712	—	23,060	—	—	15,773	20,682	3	Y	41	40	10-30	Y	13	$250	100%	12	20,000	Y	50%	62½%	75%	75%	50	25	60	Y	N
Hermitage, Penna.	18,400	20,000	—	—	—	—	15,945	—	—	—	12,723	14,910	3	Y	25	40	10-25	Y	11	$150	100%	15	15,000	—	50%	50%	50%	50%	55	20	—	Y	Y
Highland Park, Tex.	34,000	35,200	23,196	24,096	20,940	21,840	19,260	20,160	19,260	20,160	15,084	18,576	1	Y	37	40	14-21	Y	6½	100%	100%	15	4,500	N	—	—	—	—	60	15	65	N	N
Hinsdale, Ill.	26,768	32,504	—	—	20,395	24,872	18,483	22,509	—	—	15,590	19,913	5	N	20	40	10-20	Y	8	100%	100%	3	—	N	50%	60%	70%	75%	50	20	65	N	N
Hobart, Ind.	—	17,840	—	—	—	—	—	16,235	—	16,095	14,255	14,795	8	Y	30	—	14-35	Y	4	$450	98%	90	10,000	N	50%	60%	74%	—	55	20	—	N	Y
Homestead, Fla.	—	25,001	—	—	18,657	21,632	16,765	17,867	16,765	17,867	12,500	15,100	5	Y	47	40	10-15	Y	8	$250	100%	15	25,000	N	60%	75%	75%	75%	55	25	—	N	Y
Homewood, Ala.	22,131	26,853	—	—	18,158	22,131	15,704	19,115	15,704	19,115	13,260	16,515	4	Y	50	40	12-40	Y	13	$200	50%	12	40,000	Y	40%	50%	60%	70%	—	10	70	N	N
Homewood, Ill.	24,060	32,508	—	—	18,768	25,752	17,820	24,276	—	—	15,144	20,520	6	Y	36	40	10-25	Y	8	$250	80%	12	10,000	Y	50%	60%	80%	80%	50	20	—	N	N
Hopkins, Minn.	—	—	—	—	—	—	—	23,520	—	22,020	13,644	21,000	3	Y	19	40	10-20	Y	12	100%	50%	12	5,000	Y	50%	60%	70%	80%	55	20	—	N	N
Hoquiam, Wash.	—	25,284	—	—	—	21,348	—	19,584	—	—	16,272	18,036	2½	N	24	40	12-20	Y	11	$250	100%	5	0	Y	—	50%	60%	70%	50	25	—	N	N

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN																						
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
Hornell, N.Y.	17,130	—	16,085	—	—	—	15,570	—	—	—	10,970	14,670	15	Y	21	40	10-40	Y	10	100%	50%	30	0	Y	50%	—	—	—	41	20	70	N	Y
Huntington, Ind.	14,230	17,300	12,460	14,530	—	—	11,990	14,040	11,500	13,750	11,500	13,570	18	Y	27	40	14-42	N	5	$595	100%	6	10,000	N	50%	60%	70%	74%	41	20	—	Y	Y
Hyattsville, Md.	20,710	25,864	—	—	19,000	23,729	17,594	21,973	14,095	17,603	13,174	16,452	10	N	20	40	12-25	Y	10	$300	—	12	14,000	N	50%	55%	66⅔%	66⅔%	55	20	70	N	N
Ilion, N.Y.	16,990	16,990	—	—	—	—	12,357	13,141	—	—	10,660	11,899	4	Y	13	40	10-35	Y	12	$250	100%	15	5,000	Y	—	50%	—	—	45	25	70	Y	N
Independence, Ks.	18,168	21,336	13,092	15,924	11,880	14,436	10,776	13,092	11,880	14,436	9,888	11,880	2	N	24	40	7-21	Y	7	100%	100%	14	—	N	—	—	—	—	—	—	65	N	Y
Indiana, Penna.	22,704	24,974	—	—	—	—	17,925	19,717	16,258	17,883	14,669	17,883	15	Y	19	40	14-35	Y	10	100%	100%	120	20,000	Y	50%	50%	50%	50%	55	25	65	N	Y
Ironton, Ohio	15,300	15,300	12,700	12,700	—	—	12,100	12,100	10,600	11,500	10,600	11,500	2½	N	26	40	10-25	Y	11	$360	100%	15	0	Y	30%	50%	66%	66%	52	25	70	N	Y
Jacksonville Beach, Fla.	18,283	22,818	—	—	13,624	16,370	12,397	14,872	—	—	11,253	13,499	4	—	32	40	12-21	Y	8	—	100%	12	5,000	Y	—	—	—	—	55	10	60	N	N
Jeannette, Penna.	18,873	—	17,693	—	16,564	—	16,367	—	—	—	15,472	16,072	1	Y	17	40	14-42	Y	12	$300	100%	—	15,000	Y	50%	—	—	—	—	20	65	Y	Y
Jennings, La.	14,235	—	—	—	10,940	—	10,275	—	—	—	8,382	8,944	1	N	—	40	10-20	Y	8	$185	50%	365	0	Y	66⅔%	—	—	—	55	20	—	N	Y
Jennings, Mo.	20,446	26,104	—	—	15,246	19,469	13,953	17,659	13,166	16,806	11,939	16,016	6½	N	50	40	7-28	N	8	—	100%	—	10,000	Y	—	—	—	—	55	15	65	N	Y
Johnson City, N.Y.	18,975	—	14,925	—	14,200	—	13,475	—	—	—	11,300	12,750	2	Y	35	40	20-30	Y	—	$280	100%	12	20,000	Y	—	50%	—	—	—	25	62	Y	N
Johnston, R.I.	—	19,218	—	15,960	—	15,414	—	14,888	—	—	12,323	13,898	3	Y	44	37½	5-34	Y	11	$250	100%	20	3,000	Y	50%	60%	—	—	—	20	—	N	N
Justice, Ill.	22,000	22,000	—	—	—	—	—	—	—	—	14,600	16,600	4	Y	19	40	10-15	Y	9	$300	100%	12	5,000	Y	75%	75%	75%	75%	50	20	—	N	Y
Kaukauna, Wisc.	—	22,035	—	—	—	18,299	—	17,138	—	—	13,559	15,701	—	Y	19	40	7-35	Y	10	$180	100%	100%	—	Y	—	—	—	—	55	—	55	Y	Y
Kings Point, N.Y.	—	—	—	—	33,600	—	27,329	28,629	—	—	17,050	24,253	5	Y	21	40	20-27	Y	12	$350	100%	26	0	Y	50%	—	60%	70%	41	20	59	Y	N
Kingston, Penna.	17,850	—	—	—	—	—	14,600	—	14,600	—	14,000	—	3	Y	22	40	10-20	N	10	$250	100%	15	5,000	Y	—	50%	50%	50%	55	25	60	Y	Y
Laconia, N.H.	—	23,292	—	17,382	—	16,184	13,603	15,308	11,034	12,865	10,774	12,604	5	—	33	40	10-20	Y	11	$150	50%	30	—	N	50%	62½%	75%	75%	45	20	70	N	N
Lake Forest, Ill.	—	36,500	—	—	21,444	27,420	18,960	24,240	—	—	16,212	20,736	5	Y	35	40	10-20	Y	10	$250	100%	12	5,000	—	50%	60%	—	75%	50	20	65	N	N
Lake Station, Ind.	—	18,980	—	—	—	18,500	—	18,000	—	17,000	13,690	16,640	10	Y	21	40	5-28	Y	0	$250	100%	180	10,000	Y	50%	60%	74%	—	41	20	65	N	Y
Lansdale, Penna.	—	27,000	—	—	—	—	—	21,505	—	19,642	14,253	19,642	2	Y	21	40	—	Y	—	100%	100%	100%	25,000	Y	—	50%	50%	50%	50	25	60	Y	N
Lansdowne, Penna.	—	27,745	—	—	—	—	19,478	22,340	—	—	10,000	20,363	20	Y	15	40	10-25	Y	13	100%	100%	180	20,000	Y	—	50%	—	—	50	25	—	Y	N
LaPorte, Ind.	16,400	19,900	15,200	16,700	—	—	13,800	15,300	13,800	15,300	12,500	14,000	18	Y	37	40	14-28	N	3	$350	100%	100%	5,000	N	50%	60%	70%	74%	41	20	60	N	N
Lawrence, Ind.	17,600	—	15,635	—	15,195	—	14,755	—	—	—	12,115	14,315	1	Y	35	—	—	N	—	$500	100%	12	5,000	—	—	—	—	—	—	—	—	N	Y
Levelland, Tex.	17,664	—	—	—	12,600	14,440	12,000	13,800	10,800	12,600	10,800	12,600	1	N	18	40	12	Y	9	$50	100%	36	—	N	—	—	—	—	60	—	—	N	Y
Lincoln, Ill.	—	19,020	—	—	—	—	15,156	16,860	15,156	16,860	13,104	15,000	35	Y	30	40	7-28	Y	0	$200	100%	—	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Lincolnwood, Ill.	31,500	36,450	—	—	26,647	29,295	23,251	25,985	—	—	14,250	22,568	4	N	30	40	14-35	Y	7	$200	100%	100%	2,000	Y	50%	60%	70%	75%	50	20	—	N	N
Lufkin, Tex.	—	22,109	—	19,553	15,879	17,233	14,748	15,873	13,772	17,233	11,042	12,647	3	Y	44	40	15-22	Y	7	$270	100%	15	0	Y	—	—	—	—	60	28	65	N	Y
Lyndhurst, N.J.	—	23,900	—	20,200	—	19,300	—	18,400	—	18,400	13,600	17,500	3	Y	48	40	5-30	Y	13	$400	100%	12	5,000	N	—	—	—	—	—	—	65	N	N
Lyons, Ill.	23,836	25,266	—	—	21,196	22,468	19,023	19,784	—	—	16,758	19,023	2	Y	18	40	7-28	Y	8	$200	100%	42	5,000	Y	50%	60%	70%	75%	50	20	65	N	N
Madera, Calif.	18,624	22,668	16,464	20,064	—	—	14,580	17,724	13,548	16,464	12,288	15,672	4	N	31	40	12-20	Y	11	$270	80%	12	5,000	Y	50%	60%	70%	75%	55	20	—	N	Y
Madison, Ind.	16,251	18,405	13,304	15,458	—	—	12,518	14,672	12,518	14,672	11,970	14,124	20	Y	25	40	10-25	N	6	$500	100%	12	3,000	N	50%	60%	60%	60%	41	20	—	Y	N
Madison, N.J.	30,900	—	27,600	—	23,650	—	21,502	—	—	—	—	14,659	4	Y	33	40	10-20	Y	12	$250	100%	12	10,000	N	—	60%	65%	—	—	25	—	N	N
Mandan, N.D.	19,115	21,154	16,474	18,179	14,393	16,474	13,478	14,893	—	—	12,189	13,478	—	N	22	40	12-24	Y	9	100%	25%	12	—	N	—	—	—	—	—	—	65	N	N
Maplewood, Mo.	19,000	19,000	—	—	16,234	16,234	14,997	14,997	14,997	14,977	11,132	14,224	3½	Y	25	40	14	Y	9	$200	50%	30	4,000	Y	33⅓%	40%	50%	—	—	20	65	N	N
Marblehead, Mass.	—	29,589	16,310	19,825	14,794	17,982	13,418	16,310	—	—	12,171	14,794	5	Y	41	38½	10-20	Y	11	$250	75%	15	3,000	Y	—	—	72%	80%	55	20	65	Y	N
Marietta, Ohio	—	15,670	—	14,870	—	—	—	14,169	—	—	10,254	13,249	8	Y	27	40	10-20	Y	10	$225	100%	13	7,500	Y	30%	50%	60%	66%	52	25	—	N	N
Marinette, Wisc.	19,044	—	17,914	—	16,320	—	15,339	—	—	—	12,367	14,525	2	Y	23	40	5-24	Y	9	$200	100%	24	—	N	—	50%	—	—	55	25	55	N	Y
Marquette, Mich.	—	23,328	—	19,920	—	19,476	—	17,856	—	—	10,200	15,996	3	Y	31	40	5-30	Y	8	$324	100%	12	10,000	N	—	62½%	75%	75%	50	25	65	Y	N
Marshfield, Wisc.	18,007	21,999	17,304	18,864	16,800	18,312	16,320	17,784	15,456	15,456	12,360	14.772	3	Y	36	48	6-30	Y	10	$265	80%	12	5,000	N	—	—	—	—	55	25	—	Y	Y
Martinsburg, W. Va.	—	18,105	—	15,799	—	15,043	—	14,399	—	12,240	10,872	13,239	15	Y	27	40	15	Y	11	0	50%	12	0	Y	60%	63%	—	—	50	20	—	N	Y
Martins Ferry, Ohio	17,498	—	—	—	14,054	—	—	—	—	—	12,350	13,442	1	N	16	40	10-30	Y	8	$300	100%	15	2,000	Y	—	50%	66⅔%	—	52	25	—	Y	Y
Martinsville, Va.	19,440	25,452	15,204	19,944	13,824	18,096	12,552	16,404	11,952	15,588	11,376	14,856	5	N	47	40	12-18	N	8	$250	100%	12	—	N	—	—	—	—	55	30	60	N	N
Maryville, Tenn.	21,855	29,289	—	—	—	—	16,314	21,855	12,174	16,314	11,038	14,800	7	N	24	40	14-35	Y	8	100%	100%	12	10,000	N	40%	50%	60%	75%	55	20	60	N	N

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Massena, N.Y.	—	19,780	—	—	—	—	13,416	15,600	15,712	16,681	11,939	13,416	6	Y	25	40	10-25	Y	12	0	100%	12	10,000	Y	40%	50%	60%	70%	—	25	65	N	Y
Maumee, Ohio	20,835	22,820	—	—	19,555	21,410	17,910	19,670	16,380	18,050	16,380	18,050	4	Y	30	40	10-25	Y	11	100%	100%	15	5,000	Y	—	50%	66%	—	52	25	—	Y	Y
Maysville, Ky.	—	15,701	—	13,038	—	12,821	—	11,532	—	10,740	8,342	11,502	20	Y	—	40	15	Y	—	0	100%	12	—	Y	50%	60%	75%	75%	41	20	65	N	Y
McAlester, Okla.	13,056	18,768	12,432	15,108	12,108	14,712	10,452	12,708	8,592	10,452	8,592	10,452	5	Y	30	40	10-15	Y	8	$200	100%	12	4,000	N	50%	60%	75%	75%	—	20	—	N	N
McComb, Miss.	—	15,900	—	13,200	—	12,000	—	11,160	—	—	9,240	10,560	2	N	30	56	10	N	0	100%	50%	6	5,000	Y	50%	58½%	66⅔%	66⅔%	65	20	—	N	Y
McKees Rock, Pa.	14,928	—	14,169	—	13,676	—	—	—	—	—	13,440	—	—	Y	15	40	7-35	Y	12	$225	100%	20	12,000	Y	—	—	—	—	65	20	65	N	N
Meadville, Penna.	—	18,073	—	—	—	15,652	—	15,106	—	15,352	11,397	14,368	6	N	24	40	14-22	Y	10	$215	100%	10	18,000	Y	50%	58%	—	—	50	20	55	N	Y
Melvindale, Mich.	31,067	—	—	—	25,482	26,245	20,283	—	19,525	—	13,916	18,767	4	Y	26	40	5-30	Y	12	$355	100%	12	35,000	Y	40%	50%	55%	—	—	20	—	N	Y
Menasha, Wisc.	23,860	23,860	20,185	20,185	—	—	17,696	18,390	17,696	18,390	14,412	17,292	8	Y	33	39½	10-25	Y	9	$175	100%	15	—	Y	36%	45%	54%	63%	55	—	55	Y	Y
Metuchen, N.J.	25,275	—	22,106	—	20,566	—	19,248	—	18,704	—	14,835	18,114	4	Y	31	40	14-35	Y	14	$550	100%	365	—	N	50%	60%	65%	70%	—	25	65	N	Y
Miami, Okla.	—	18,864	—	14,233	—	13,109	—	12,022	—	11,539	10,335	10,935	½	Y	27	40	12-20	Y	10	$700	100%	15	—	N	50%	62½%	75%	75%	—	20	75	N	N
Miami Springs, Fla.	24,084	25,861	23,005	24,641	21,899	23,499	18,756	21,303	15,200	18,864	15,200	18,864	2¾	Y	35	40	12-17	Y	12	$475	100%	12	6,000	Y	45%	56%	67%	79%	55	10	60	N	N
Middletown, N.Y.	—	25,150	—	—	18,505	20,005	14,400	18,400	13,750	17,050	13,000	16,300	3	Y	49	40	10-20	Y	12	$150	100%	12	—	Y	50%	50%	50%	50%	—	—	—	N	N
Middletown, Penna.	15,786	20,295	—	—	—	—	12,688	16,318	12,688	16,318	11,687	15,011	7	Y	14	40	10-25	Y	10	$250	100%	12	25,000	Y	—	50%	50%	50%	55	25	—	Y	N
Millbrae, Calif.	27,408	33,324	—	—	21,360	25,968	18,876	22,956	—	—	16,320	19,836	3½	N	24	40	12-23	Y	11	$225	100%	12	—	N	50%	—	—	—	55	—	65	N	Y
Mineral Wells, Tex.	—	18,326	—	—	—	14,019	—	11,835	—	11,835	9,290	10,243	1	Y	25	40	10-15	Y	8	$480	100%	12	5,000	N	—	—	—	—	50	20	70	N	N
Mission, Tex.	—	—	11,160	—	10,500	—	9,840	—	8,820	—	8,820	9,540	1½	Y	19	40	10-20	N	8	0	100%	12	5,000	N	50%	50%	50%	50%	50	25	65	N	N
Mitchell, S.D.	17,069	—	13,462	—	—	—	11,988	—	12,362	—	9,692	11,584	3	Y	19	40	15-20	Y	9½	$150	100%	12	3,000	N	—	—	—	—	55	—	65	Y	N
Moberly, Mo.	15,000	18,600	10,440	13,800	—	—	9,540	12,600	9,120	12,000	9,180	11,460	—	N	33	40	10-15	Y	8	$300	100%	12	5,000	N	—	—	—	—	55	5	70	N	Y
Monmouth, Ill.	17,255	18,500	13,560	15,360	13,020	14,820	12,480	14,280	11,880	15,360	11,040	13,440	15	Y	19	40	7-21	Y	7	100%	75%	100%	2,000	Y	50%	57½%	65%	75%	50	20	—	N	Y
Monroe, Mich.	—	26,956	—	—	22,256	23,316	19,344	21,195	—	—	13,482	18,422	4	Y	50	40	—	Y	12	$250	100%	12	15,000	Y	—	50%	—	—	50	25	60	N	Y
Morristown, Tenn.	19,531	23,745	14,518	17,680	—	—	12,521	15,246	12,521	15,246	10,275	12,521	5	Y	46	40	12-15	Y	8	$300	100%	12	—	Y	—	70%	75%	75%	55	25	65	N	Y
Moundsville, W. Va.	—	17,500	14,237	15,917	—	—	13,589	15,269	12,941	14,621	12,941	14,621	22	Y	20	40	14-23	Y	11	$200	100%	30	3,000	Y	60%	65%	—	—	50	20	65	N	N
Mount Carmel, Pa.	—	14,225	—	—	—	13,817	—	13,700	—	—	11,300	13,700	—	N	10	40	7-21	N	0	$100	100%	15	3,000	Y	—	50%	50%	50%	55	25	65	N	Y
Mt. Clemens, Mich.	27,243	30,146	—	—	23,810	24,624	21,704	22,658	17,919	20,310	17,919	20,310	2	Y	—	40	10-25	Y	12	$390	100%	12	25,000	Y	—	—	—	—	50	10	—	Y	Y
Mundelein, Ill.	—	25,000	—	—	—	23,225	20,521	21,805	14,782	18,782	14,782	18,782	4	N	28	40	14-35	Y	10½	$175	100%	12	5,000	Y	50%	60%	75%	—	50	20	62	N	N
Munster, Ind.	25,900	—	—	—	21,785	—	20,171	—	18,011	20,171	14,040	18,011	2	Y	28	40	5-25	Y	0	$250	85%	—	10,000	N	50%	60%	70%	74%	55	20	65	N	Y
Muscatine, Iowa	18,395	22,995	14,412	18,017	14,330	15,106	—	—	12,480	13,832	12,480	13,832	2	Y	29	40	5-25	Y	10	$250	100%	15	10,000	Y	—	50%	—	—	55	22	65	Y	Y
Muskegon Hgts., Mi.	22,470	25,189	19,716	20,444	18,965	19,680	18,215	18,904	17,524	18,166	17,174	17,816	3	Y	23	40	15-25	Y	12	$250	100%	12	10,000	N	—	50%	60%	65%	55	10	65	N	Y
Nampa, Ida.	18,408	21,360	16,476	17,748	15,288	16,476	14,232	15,288	—	—	11,832	14,232	5	N	33	40	14-28	Y	12	$348	100%	15	2,000	N	40%	50%	60%	70%	55	25	65	N	N
Nanticoke, Penna.	—	15,635	—	13,583	—	—	12,943	13,071	—	13,583	8,000	12,000	3	Y	12	40	11-21	N	10	$150	100%	15	0	Y	5%	—	—	—	50	20	—	N	Y
Naples, Fla.	—	27,671	—	22,607	16,876	19,598	15,604	17,654	—	16,011	12,058	14,895	5	Y	45	41¼	—	Y	8	$250	—	12	10,000	N	40%	50%	60%	60%	55	10	70	N	N
Narragansett, R.I.	—	19,000	—	15,184	—	13,858	—	13,130	—	13,130	10,790	12,532	1	Y	27	37½	10-20	Y	10	$300	100%	18	10,000	N	—	—	—	—	65	—	65	N	N
Naugatuck, Conn.	—	19,250	—	—	—	13,874	—	13,229	—	12,688	11,128	12,605	1	Y	42	40	5-25	Y	12	$250	100%	15	10,000	N	—	—	—	—	60	10	—	Y	Y
Nederland, Tex.	24,600	—	18,300	—	—	—	18,180	—	18,060	—	15,084	15,756	16	Y	19	40	14-35	Y	9½	0	100%	70	—	N	—	—	—	—	50	28	—	—	—
Nether Providence Twp., Penna.	25,425	25,425	—	—	23,165	23,165	18,955	21,419	18,855	21,319	17,952	20,286	25	Y	14	42	7-35	Y	14	—	100%	15	30,000	Y	50%	50%	50%	50%	55	25	65	Y	N
New Castle, Ind.	—	13,752	—	12,552	—	12,222	—	11,952	—	12,552	11,252	11,552	1	Y	46	40	7-28	N	13	$500	100%	30	5,000	N	50%	60%	70%	70%	41	20	65	N	N
New Philadelphia, Ohio	16,539	16,539	14,331	14,560	—	—	—	—	—	14,560	12,771	13,187	10	Y	18	40	10-25	Y	9	$150	100%	14½	12,000	Y	—	60%	—	—	52	25	—	Y	Y
Newton, Iowa	21,084	22,000	—	—	17,508	18,408	15,876	16,776	—	—	11,688	15,126	18	N	27	40	5-20	Y	9	$220	50%	18	5,000	Y	—	50%	—	—	55	22	65	N	Y
New Ulm, Minn.	21,200	21,200	—	—	—	—	17,000	17,000	16,800	16,800	14,500	15,900	3½	N	19	40	5-20	Y	9	$240	100%	12	5,000	N	50%	—	—	—	50	20	65	Y	Y
Niles, Mich.	24,300	—	19,710	—	—	—	17,727	—	—	—	15,323	16,411	2	Y	25	40	35	Y	11	100%	100%	15	10,000	N	80%	100%	100%	100%	55	15	55	N	Y
Noblesville, Ind.	14,980	—	13,001	—	12,626	—	11,824	—	11,824	—	10,165	11,449	1	Y	19	40	20-30	N	0	$600	100%	45	—	N	50%	60%	70%	74%	40	20	65	N	Y
Norfolk, Neb.	17,400	21,000	13,800	16,200	—	—	12,600	15,000	11,400	13,800	10,200	13,392	2	Y	33	40	10-20	N	9	$135	100%	12	5,000	Y	—	50%	—	—	60	21	65	N	Y

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
North Adams, Mass.	—	26,544	14,890	15,532	—	—	13,850	14,486	12,984	13,960	12,296	13,272	2	Y	34	40	10-28	Y	11	$400	50%	15	—	Y	—	—	—	—	—	—	65	Y	—
North Augusta, S.C.	17,008	24,126	14,280	20,256	12,709	18,028	11,311	16,045	11,311	16,045	10,671	15,137	7	—	35	40	10-20	Y	8	$120	—	12	2,000	N	—	—	—	—	55	20	62	N	N
N. College Hill, Ohio	18,000	20,000	—	—	—	—	17,100	18,300	16,700	17,500	13,200	16,900	3	N	11	40	14-35	Y	8	$200	100%	15	—	Y	—	60%	66%	72%	52	25	—	N	N
Northlake, Ill.	—	26,302	—	—	—	21,562	—	19,987	—	18,413	13,214	18,413	4	N	27	40	7-28	Y	8	$225	100%	12	8,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Norton, Ohio	22,734	—	—	—	19,780	—	18,116	—	—	—	15,953	16,889	3	Y	13	40	10-25	Y	11	$300	100%	15	10,000	Y	—	—	—	—	—	—	—	—	—
Norwalk, Ohio	—	17,929	—	16,348	—	—	—	15,828	—	—	13,075	15,288	1½	Y	20	40	14-28	Y	14	$200	100%	15	0	Y	—	50%	66%	—	52	25	—	N	Y
Ogdensburg, N.Y.	—	20,679	—	—	—	18,124	16,550	16,850	—	—	11,495	15,415	5	N	25	40	35-42	N	11½	$165	100%	15	—	Y	—	50%	—	—	45	25	62	N	Y
Oil City, Penna.	—	17,695	—	15,310	—	15,006	—	14,526	—	15,006	12,497	14,011	5	Y	22	40	10-25	Y	10	100%	100%	9	5,000	Y	50%	50%	50%	50%	55	25	70	Y	Y
Okmulgee, Okla.	16,800	18,000	12,420	13,620	11,400	12,600	10,800	12,000	—	—	8,300	10,860	10	Y	23	40	5-24	N	9	0	100%	12	8,000	N	50%	65%	75%	—	—	20	65	N	N
Olean, N.Y.	—	21,079	—	17,757	16,861	—	15,956	—	—	—	11,859	14,176	4	Y	37	40	10-25	Y	12	$187	100%	15	0	Y	—	50%	58%	70%	55	—	70	Y	N
Olney, Ill.	18,460	—	—	—	—	—	13,732	14,424	13,070	—	10,784	12,457	4	N	12	40	10-20	Y	9	0	100%	12	2,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Oneida, N.Y.	21,100	—	15,532	—	14,582	14,832	12,932	13,632	12,532	13,182	11,281	12,932	5	Y	22	40	7-28	Y	10	$200	100%	100%	0	Y	—	50%	—	—	55	25	—	N	Y
Oneonta, N.Y.	16,000	—	—	—	14,652	—	14,051	—	—	—	10,851	12,582	5	Y	23	40	10-25	Y	11	100%	100%	13	0	Y	—	50%	—	—	55	25	—	Y	Y
Opelika, Ala.	17,940	21,320	—	15,314	—	13,858	—	13,052	—	12,428	10,348	12,194	1	Y	53	40	7-21	Y	8	$375	100%	12	5,000	N	40%	50%	60%	70%	60	20	70	Y	Y
Oregon, Ohio	20,358	22,666	—	—	18,865	20,901	17,576	19,344	16,473	17,971	16,473	17,971	5	Y	37	40	5-25	Y	11½	$225	100%	15	0	Y	—	60%	67½%	72%	52	25	—	N	Y
Oscoda, Mich.	16,700	16,700	—	—	16,700	16,700	14,000	14,000	16,700	16,700	13,307	13,707	1	Y	7	40	10-20	Y	12	$250	100%	12	5,000	N	—	—	—	—	65	20	—	Y	Y
Oskaloosa, Iowa	17,267	19,877	12,885	14,818	—	—	12,271	14,112	—	—	11,687	13,440	6	Y	18	40	5-20	Y	10	—	100%	12	—	Y	—	—	—	—	55	22	70	N	Y
Oswego, N.Y.	24,000	—	17,431	—	16,762	—	15,989	—	15,875	—	12,222	15,078	5	Y	47	40	21-31	Y	11	$300	100%	12	—	Y	—	50%	—	—	—	25	65	N	Y
Ottawa, Ill.	19,036	—	16,235	16,693	—	—	15,455	15,821	14,968	—	13,292	14,952	½	Y	26	40	21-28	Y	10	$300	80%	42	10,000	N	50%	50%	50%	50%	55	20	—	Y	Y
Ottawa, Kans.	—	21,556	16,637	17,654	—	15,237	14,343	14,783	14,343	14,783	11,069	13,008	3½	N	24	40	12	Y	10	$350	100%	12	0	N	—	—	—	—	—	—	—	N	Y
Overland, Mo.	—	25,776	—	17,796	—	17,424	—	17,028	—	16,248	12,636	16,248	5	Y	44	40	10-20	Y	10	100%	90%	10	2,500	N	50%	50%	50%	50%	60	20	65	N	N
Pacific Grove, Calif.	26,940	32,760	—	—	19,608	23,844	16,944	20,592	15,732	19,152	14,988	18,228	3½	N	28	40	10-20	Y	12	$300	100%	12	0	N	—	—	—	—	55	25	65	N	N
Painesville, Ohio	22,203	31,329	—	—	18,196	25,769	16,464	23,328	14,974	14,974	14,974	20,596	24	Y	26	40	10-25		10	$350	100%	15	0	Y	—	50%	60%	—	52	25	62	N	N
Palestine, Tex.	19,000	—	—	—	14,688	—	13,560	—	—	—	11,244	11,904	½	Y	32	8	10	Y	7	$35	100%	15	2,000	Y	—	—	—	—	—	—	60	N	N
Paris, Ky.	14,872	15,641	—	—	11,752	12,313	10,608	11,190	10,608	11,190	9,256	10,171	1½	Y	16	40	15-18	Y	0	100%	100%	12	5,000	N	—	—	—	—	51	30	65	N	N
Pasco, Wash.	25,344	31,692	22,944	29,808	20,304	25,392	20,496	21,312	18,024	18,852	15,540	18,852	3	N	19	40	12-36	Y	11	$250	100%	—	2,500	Y	40%	50%	60%	60%	50	20	65	N	N
Peekskill, N.Y.	23,116	30,665	—	—	22,000	22,000	18,575	19,013	18,697	18,697	15,697	17,897	3	N	49	40	10-25	Y	11	$250	100%	12	5,000	Y	50%	50%	50%	50%	—	20	—	N	Y
Pendleton, Ore.	21,156	23,796	—	—	18,768	21,120	16,764	18,132	16,764	18,132	13,236	16,116	4½	Y	22	40	14-28	Y	9½	100%	100%	12	5,000	N	—	—	—	—	55	—	60	N	Y
Peru, Ill.	19,850	23,820	—	—	15,250	18,300	14,550	17,460	—	—	13,850	16,620	20	Y	21	40	7-28	Y	11	$350	100%	100%	0	Y	50%	60%	70%	75%	50	20	65	Y	Y
Peru, Ind.	—	13,375	—	11,725	—	11,514	—	11,347	—	11,725	—	10,807	—	Y	26	40	14-35	N	6	$380	100%	—	5,000	N	50%	60%	70%	74%	41	20	—	N	Y
Phillipsburg, N.J.	—	19,791	—	—	—	18,888	—	17,414	—	—	13,485	16,389	5	Y	30	40	12-26	Y	14	100%	100%	15	—	Y	—	50%	60%	65%	52	25	65	N	N
Phoenixville, Penna.	—	21,000	—	—	—	—	16,978	17,732	—	—	13,029	16,298	4½	Y	25	40	10-25	Y	12	$250	100%	15	25,000	Y	—	50%	—	—	50	25	65	Y	N
Piedmont, Calif.	—	—	—	—	—	—	22,548	—	19,800	—	16,769	19,800	3	N	20	40	11-20	Y	11	$330	100%	11	5,000	Y	50%	60%	66%	66%	55	20	—	N	N
Pierre, S.D.	—	18,144	—	14,208	—	12,888	—	—	—	12,792	10,560	12,264	3	N	17	40	30	Y	9	$225	100%	112	2,000	N	—	—	—	—	55	5	—	N	Y
Piqua, Ohio	23,131	—	—	—	19,899	—	18,524	—	—	—	14,658	17,278	2	N	29	40	10-25	Y	10	100%	100%	15	5,000	Y	40%	50%	60%	66%	52	25	—	N	N
Pittston, Penna.	17,000	—	—	—	—	—	14,000	—	—	—	13,200	—	—	N	13	40	20	Y	12	$300	100%	21	5,000	Y	50%	50%	50%	50%	60	20	60	N	Y
Plant City, Fla.	18,976	25,618	—	—	13,097	17,681	12,166	16,424	11,869	16,023	11,297	15,251	—	N	33	—	14-21	Y	10	$240	100%	12	5,000	N	—	—	—	—	60	20	—	N	N
Poplar Bluff, Mo.	12,516	23,652	10,572	19,680	9,960	18,395	9,132	17,220	8,292	16,152	8,292	16,152	20	Y	32	40	5-20	Y	10	100%	100%	14	5,000	Y	—	—	—	—	55	—	55	N	Y
Port Angeles, Wash.	29,292	34,956	—	—	—	—	21,408	22,128	—	—	17,808	19,752	4	Y	26	40	10-30	Y	11	$100	100%	12	0	Y	40%	50%	60%	60%	50	5	60	N	N
Pottsville, Penna.	16,500	16,500	—	—	14,800	16,000	14,300	14,800	14,000	14,000	13,600	14,250	20	Y	33	40	10-25	Y	13	$300	100%	15	20,000	Y	50%	57%	63%	63%	50	20	65	N	Y
Pullman, Wash.	—	—	—	24,336	—	—	17,580	18,036	17,580	18,036	13,212	16,200	3	N	20	40	12-20	Y	11	100%	100%	12	3,000	Y	—	50%	50%	50%	50	25	55	Y	N
Rantoul, Ill.	21,948	23,460	18,720	20,460	17,328	18,540	—	—	15,840	17,028	13,872	16,548	4	Y	21	40	10-20	Y	8	$222	50%	12	15,000	Y	50%	60%	70%	75%	50	20	65	N	Y
Ravenna, Ohio	—	20,966	—	—	13,977	17,867	12,688	16,182	—	—	11,523	14,664	4	Y	17	40	10-25	Y	11	$300	100%	15	10,000	Y	—	50%	—	66%	52	25	68	Y	Y
Reading, Ohio	—	22,134	—	—	—	18,961	—	—	—	—	14,543	16,990	3	Y	22	40	14-28	Y	9½	$300	100%	15	10,000	Y	—	50%	60%	66%	50	25	—	N	N

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Red Bank, N.J.	—	27,983	—	22,085	—	20,908	—	19,300	—	18,688	12,394	16,812	3	Y	45	40	5-20	Y	13	100%	100%	15	0	N	—	60%	65%	65%	43	25	65	N	N
Red Bank, Tenn.	—	17,066	—	—	—	13,817	—	13,185	—	13,185	10,000	11,796	3	N	19	40	14-21	N	6	$300	100%	12	—	N	—	—	—	—	65	—	65	N	N
Richmond, Ky.	14,664	—	12,565	—	—	—	10,213	10,899	—	—	9,277	9,942	½	Y	31	40	15	Y	0	$600	100%	12	10,000	N	50%	50%	50%	50%	41	20	—	N	N
Riverdale, Ill.	—	—	20,928	23,016	19,728	21,696	18,444	20,280	—	—	14,160	18,960	15	Y	20	40	10-20	Y	8	$250	100%	7	10,000	Y	50%	60%	70%	75%	50	20	65	N	Y
River Forest, Ill.	30,500	—	—	—	24,638	—	22,575	—	—	—	12,605	20,627	4	N	28	40	14-35	Y	12	$250	100%	100%	10,000	Y	50%	60%	70%	80%	50	20	65	N	N
River Rouge, Mich.	25,500	—	—	—	22,475	—	21,150	—	—	—	16,000	19,800	4	N	42	40	24-29	Y	16	$450	100%	15	25,000	N	—	50%	60%	70%	—	25	62	Y	Y
Robbinsdale, Minn.	26,946	29,102	—	—	—	—	23,884	24,960	21,282	22,936	18,890	22,890	3	Y	17	40	10-20	Y	11	0	50%	12	5,000	Y	—	—	—	—	55	10	60	N	N
Rochester, N.H.	14,410	—	11,336	—	10,947	—	10,653	—	—	—	9,426	10,071	1	Y	27	40	5-15	N	10	$100	50%	10	0	N	—	—	—	—	45	20	65	N	N
Rolla, Mo.	19,386	21,382	15,933	17,576	14,518	15,933	12,126	13,250	—	—	10,587	11,606	1	N	14	40	10-20	Y	8	—	100%	12	—	N	—	—	—	—	50	5	55	N	Y
Rolling Meadows, Ill.	25,680	31,030	21,969	28,178	20,522	26,322	18,710	23,999	16,271	20,872	14,908	20,129	5	N	37	40	14-28	Y	9	—	100%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	N
Rutland, Vt.	22,036	—	16,385	—	15,138	—	14,513	14,852	14,200	15,085	11,784	12,985	36	Y	34	40	10-20	Y	13	$150	100%	10	10,000	N	30%	37½%	45%	52½%	65	10	65	Y	Y
St. Joseph, Mich.	—	24,600	—	—	—	19,293	—	18,280	—	17,865	14,339	17,014	3	Y	22	40	10-25	Y	10	100%	100%	12	12,500	N	40%	50%	57½%	65%	50	25	60	N	N
Salem, Ohio	—	20,641	—	—	—	16,513	—	15,012	—	—	11,343	14,361	3	Y	19	40	10-20	Y	11	$325	100%	15	8,000	Y	—	50%	—	—	52	25	—	N	Y
Salisbury, Md.	19,404	24,499	15,394	19,404	14,048	17,682	12,822	16,101	—	—	10,698	15,394	6	Y	47	40	6-24	Y	10	100%	100%	12	5,000	N	—	45%	55%	64%	—	25	62	Y	N
San Benito, Tex.	14,500	15,286	12,376	12,948	10,816	11,856	9,880	10,816	9,620	11,856	8,840	9,620	1	Y	23	40	10-15	Y	9	$200	100%	15	3,000	N	—	—	—	—	—	—	—	N	N
Sanford, Fla.	17,147	25,771	14,777	18,894	13,394	17,127	11,828	15,535	11,151	14,310	11,151	14,310	6	Y	49	40	15-20	Y	0	—	100%	15	20,000	Y	40%	50%	65%	85%	62	25	70	N	N
San Marino, Calif.	—	35,784	—	30,828	26,580	27,924	24,084	25,296	22,356	23,496	17,496	21,288	3	N	25	40	11-20	Y	6	$150	100%	100%	2,500	N	50%	—	—	—	55	20	65	N	N
Saratoga Springs, N.Y.	—	18,975	—	17,495	—	16,552	—	15,610	—	15,071	12,378	14,533	4	Y	7	40	21	Y	9	$200	100%	15	3,000	Y	50%	50%	50%	50%	40	20	62	N	Y
Sault Ste. Marie, Mich.	22,389	22,389	—	—	16,052	16,052	13,818	13,818	13,399	13,399	11,218	12,974	3	N	32	40	10-30	Y	9	—	100%	15	7,500	N	—	62½%	67½%	72½%	50	25	65	Y	Y
Scottsbluff, Neb.	18,902	25,350	—	—	12,376	17,284	—	—	11,814	15,766	10,441	14,684	9½	Y	30	40	11-19	Y	8	—	100%	12	5,000	Y	—	50%	—	—	60	25	60	N	N
Secaucus, N.J.	23,263	—	—	20,445	—	18,728	—	17,012	—	—	11,400	15,400	3½	Y	56	40	10-20	Y	11	$350	100%	15	—	N	—	60%	65%	—	55	25	65	N	Y
Seguin, Tex.	16,162	20,634	—	—	15,392	19,656	13,291	16,973	13,291	16,873	9,443	13,957	6	Y	—	40	10-20	N	9½	—	80%	12	9,000	N	—	—	—	—	—	28	70	N	Y
Seminole, Okla.	19,000	—	—	—	11,000	13,000	9,500	11,000	9,500	11,500	8,400	10,000	—	N	13	40	10	Y	7	—	100%	12	5,000	N	50%	60%	70%	75%	41	20	70	N	N
Seymour, Ind.	14,200	15,920	12,250	13,952	—	—	11,690	13,392	12,150	13,852	11,350	13,392	15	Y	21	42	6-18	N	0	$725	50%	—	3,000	N	50%	60%	70%	74%	—	20	—	N	Y
Shamokin, Penna.	—	17,300	—	—	—	15,100	—	14,500	—	13,000	10,000	13,900	—	N	15	40	14-28	Y	10	100%	100%	15	5,000	Y	50%	50%	50%	50%	55	20	65	N	Y
Sheffield, Ala.	16,768	—	13,359	—	11,995	—	11,485	—	11,995	—	10,283	11,301	10	N	27	40	5-20	Y	8	0	100%	30	10,000	Y	—	—	—	—	25	—	70	Y	N
Shelby, Ohio	—	18,106	—	15,785	—	—	—	15,204	14,643	15,204	13,443	14,643	¼	Y	15	40	5-25	Y	10	$175	100%	100%	2,000	Y	—	—	—	—	52	25	—	N	N
Shelbyville, Ind.	15,283	16,963	13,443	15,363	12,943	14,863	12,743	14,663	12,743	15,363	11,235	14,163	20	Y	25	39	7-28	N	0	$375	100%	5	5,000	N	50%	60%	70%	74%	41	20	65	Y	Y
Sheridan, Wyo.	16,598	22,256	15,080	20,197	14,331	19,204	12,397	16,598	11,232	15,080	11,232	15,080	6	Y	29	40	14-21	Y	7	100%	100%	12	—	Y	50%	62½%	62½%	62½%	—	20	60	N	N
Shorewood, Wisc.	—	—	—	—	—	23,376	17,580	19,572	17,580	19,572	15,216	17,580	3½	N	26	—	10-25	Y	10	$200	100%	12	—	Y	—	—	—	—	55	25	55	N	N
Smithfield, R.I.	—	18,696	—	15,042	—	14,374	—	13,611	—	12,777	11,148	12,777	½	Y	29	37½	16-29	Y	11	$350	100%	15	5,000	N	50%	60%	70%	75%	38	10	70	N	Y
Southbridge, Mass.	20,217	24,564	—	—	—	15,537	12,875	14,934	13,915	13,915	11,169	13,769	5	N	31	40	14-28	Y	11	$200	50%	15	—	Y	—	—	—	—	55	20	—	N	Y
S. Charleston, W. Va.	18,137	20,952	16,331	20,372	14,812	18,457	13,449	16,733	—	—	12,176	15,170	10	N	29	40	5-20	Y	13	$200	100%	12	10,000	Y	60%	65%	65%	65%	50	20	65	N	Y
S. Kingstown, R.I.	—	—	17,668	—	16,268	—	14,768	—	13,568	14,668	10,418	13,568	6½	Y	38	40	12-24	Y	11	100%	100%	15	10,000	N	—	50%	60%	70%	—	25	—	N	N
South Orange, N.J.	27,086	28,418	22,653	23,569	20,186	21,558	18,433	19,648	12,916	19,221	12,500	17,805	4	Y	53	40	15-27	Y	12	$250	100%	100%	—	Y	50%	60%	65%	—	—	20	65	N	Y
South Portland, Me.	20,319	—	—	—	16,094	—	14,950	—	13,910	—	10,010	13,390	2	N	38	40	35	Y	15	$225	80%	16	—	Y	—	50%	—	—	—	25	—	N	Y
South River, N.J.	—	20,000	—	—	—	17,909	—	17,097	—	17,097	10,500	16,285	4	Y	32	40	14-35	Y	12	$475	100%	14	5,000	N	—	60%	65%	70%	50	25	65	N	N
South Whitehall, Pa.	—	22,377	—	—	—	—	—	19,776	15,744	17,013	12,444	15,114	4	Y	14	40	12-20	Y	12	$300	100%	18	20,000	Y	—	50%	—	—	50	25	—	Y	Y
Springfield Twp., Ohio	16,250	—	15,450	—	—	—	15,112	—	—	—	—	14,769	—	N	14	40	10-20	N	11	$200	100%	15	0	N	50%	—	—	—	65	30	—	N	N

10,000 TO 25,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Springfield Twp., Pa.	25,000	—	—	—	—	—	19,254	—	17,808	—	15,454	17,808	2	Y	28	40	6-24	Y	12	$300	100%	26	20,000	Y	—	50%	—	—	50	25	50	N	N
Sterling, Colo.	11,124	19,512	—	—	—	—	11,664	15,084	11,664	15,084	11,712	14,364	4	N	22	40	12-18	Y	10	100%	100%	12	1,000	N	50%	50%	50%	50%	55	20	65	N	N
Sterling, Ill.	17,243	31,270	15,496	28,070	13,915	25,217	12,500	22,708	—	—	11,232	20,347	20	Y	27	40	10-20	Y	10	$200	100%	15	—	Y	50%	55%	60%	75%	50	20	—	Y	Y
Stevens Point, Wisc.	22,100	22,100	19,482	19,782	17,982	17,982	16,586	17,186	15,771	15,771	13,730	15,149	1	Y	39	40	5-25	Y	9½	$300	90%	12	—	N	—	—	—	—	55	25	55	Y	Y
Stoneham, Mass.	32,264	—	—	—	21,670	—	18,552	—	16,732	—	13,908	16,132	2	Y	42	37½	14-28	Y	11	$265	100%	15	2,000	Y	50%	75%	80%	80%	55	30	65	Y	Y
Struthers, Ohio	—	16,800	—	16,604	—	—	—	—	—	—	12,777	15,212	1	Y	20	40	10-25	Y	10	$315	100%	15	7,500	Y	—	50%	—	—	52	25	—	N	Y
Summit, Ill.	24,674	—	22,005	24,206	20,993	23,092	20,140	22,154	—	—	14,445	18,738	20	Y	20	40	7-35	Y	7	100%	100%	5	10,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Summit, N.J.	27,880	30,310	—	—	20,090	21,830	17,590	19,100	15,150	17,930	14,500	17,280	5	Y	—	—	25	Y	12	—	100%	14	5,000	N	50%	60%	65%	65%	43	25	65	N	N
Swampscott, Mass.	—	30,963	—	24,110	—	19,288	—	—	—	—	13,364	15,444	1	Y	35	40	18-45	Y	11	100%	50%	15	2,000	Y	50%	72%	80%	80%	55	30	65	N	N
Sylvania, Ohio	18,226	29,365	—	—	16,692	26,869	15,236	24,519	13,715	18,988	13,715	18,988	35	Y	22	40	10-25	Y	10	$250	100%	15	15,000	Y	30%	50%	60%	66%	52	25	—	Y	N
Takoma Park, Md.	21,122	28,309	—	—	19,161	25,676	16,549	22,181	15,008	22,181	13,647	18,246	6	Y	31	40	10-24	Y	11	$360	100%	15	13,000	Y	—	35%	55%	60%	46	25	65	N	N
Talladega, Ala.	12,000	12,000	11,000	11,000	10,000	10,000	9,700	9,700	10,000	10,000	7,900	8,400	10	Y	42	40	5-15	Y	—	$120	100%	12	5,000	N	40%	50%	60%	70%	62	30	—	Y	N
Tallmadge, Ohio	—	23,186	—	21,078	—	—	—	19,162	—	—	15,344	17,420	2	Y	19	40	14-35	Y	12	$400	100%	15	—	Y	—	60%	67½%	72%	—	25	—	N	—
Tarrytown, N.Y.	—	—	—	—	22,010	—	20,123	—	20,123	—	15,800	18,370	5	Y	30	39½	21-35	Y	13	$300	100%	100%	7,500	Y	50%	50%	—	—	—	20	70	N	N
Texarkana, Ark.	—	—	13,333	15,621	12,335	14,415	11,877	13,874	10,962	12,834	10,962	12,834	3	Y	65	40	15-18	Y	—	$480	100%	20	—	Y	50%	50%	50%	50%	41	20	—	N	Y
The Dalles, Ore.	19,296	23,160	—	—	—	—	15,228	18,216	15,948	18,164	12,444	14,928	5	N	19	40	10-20	Y	9	0	100%	6	10,000	Y	—	—	—	—	60	—	60	N	Y
Thomasville, N.C.	21,222	—	14,514	—	13,828	—	12,541	—	12,541	—	9,012	11,943	—	N	45	40	10-15	Y	9	100%	50%	12	3,500	N	—	—	—	—	50	20	70	N	N
Tiffin, Ohio	19,700	—	16,308	—	15,539	—	14,733	—	—	—	12,915	13,853	4	Y	35	40	10-20	Y	12	$235	100%	15	0	Y	30%	50%	60%	66%	52	25	65	N	Y
Tracy, Calif.	—	26,408	—	—	—	22,972	16,584	20,196	14,292	17,436	14,292	17,436	4½	N	27	40	10-20	Y	11	$250	100%	12	5,000	N	40%	50%	60%	70%	50	20	—	N	N
Trenton, Mich.	—	30,707	—	—	—	23,939	22,624	23,454	—	—	16,605	21,171	8	Y	51	40	10-35	Y	12	$675	100%	15	18,000	N	—	50%	55%	60%	—	25	60	Y	Y
Trinidad, Colo.	17,400	—	14,400	—	—	—	12,600	—	12,600	—	11,700	12,000	3	N	15	40	12-30	Y	15	$150	100%	12	—	N	—	—	—	—	—	—	65	Y	Y
Troy, Ala.	—	—	12,300	12,480	11,520	12,000	10,740	11,160	—	11,340	8,520	10,860	4	N	29	40	10-15	Y	7	100%	100%	12	5,000	N	—	—	—	—	62	10	65	Y	N
Troy, Ohio	—	20,746	—	—	—	17,831	—	16,707	—	17,831	11,256	15,584	4	Y	31	40	10-25	Y	11	$260	100%	15	10,000	Y	40%	50%	60%	66%	52	25	—	N	Y
Tullahoma, Tenn.	14,336	—	11,985	—	—	—	11,390	—	11,985	—	8,685	11,077	1	N	23	40	5-20	Y	7	$175	100%	10	5,000	N	—	—	—	—	—	—	—	—	—
Two Rivers, Wisc.	19,989	26,770	17,805	23,816	—	—	17,135	—	17,135	—	12,998	15,608	3	Y	27	37½	13-30	Y	9	$200	100%	12	13,000	Y	—	50%	—	—	55	25	55	Y	Y
Union, S.C.	14,102	17,118	—	—	—	—	11,107	13,436	11,107	13,436	9,838	11,939	—	Y	25	40	6-12	Y	7	$250	100%	—	—	N	—	44%	52%	61%	55	20	65	N	N
University Hgts, Oh.	—	26,400	—	—	—	20,721	—	18,994	—	17,547	14,677	17,267	2	Y	27	40	14-28	Y	10	$300	100%	15	—	Y	—	50%	60%	66%	52	25	65	N	N
Van Wert, Ohio	14,557	20,095	—	—	12,139	16,700	—	—	—	—	10,611	14,557	8	N	17	40	10-20	Y	10	$330	100%	15	10,000	Y	30%	50%	60%	66%	52	25	—	N	N
Vermilion, Ohio	20,764	22,523	—	—	19,025	21,648	14,940	17,247	17,242	—	12,652	14,381	6	Y	18	40	10-25	Y	10	$250	100%	15	10,000	Y	50%	60%	67%	72%	48	25	—	N	—
Vienna, Va.	21,000	29,833	—	—	18,297	25,993	16,691	24,103	13,890	20,058	13,266	19,157	13	Y	31	40	12-26	Y	9	—	100%	12	—	N	40%	50%	—	—	—	20	—	N	N
Virginia, Minn.	—	20,700	—	16,908	—	16,188	—	15,828	—	16,548	14,988	15,468	½	Y	26	40	—	Y	11	$180	100%	15	6,000	Y	—	50%	50%	50%	50	20	65	Y	Y
Wabash, Ind.	—	17,500	—	14,588	—	—	—	14,088	—	—	12,588	13,588	1	Y	25	44	14-28	Y	9	$500	100%	—	5,000	N	50%	60%	70%	74%	41	20	—	N	Y
Wadsworth, Ohio	—	23,732	—	—	—	—	17,500	18,500	17,500	18,500	12,500	16,500	4	Y	20	40	5-25	Y	11	$350	100%	15	20,000	Y	50%	60%	67%	72%	52	—	70	N	Y
Waldwick, N.J.	26,000	—	24,343	—	23,009	—	21,702	—	—	—	14,200	20,339	3	Y	17	40	12-24	Y	13	$350	100%	15	10,000	Y	—	60%	65%	65%	43	25	65	N	—
Walla Walla, Wash.	—	24,000	—	22,224	—	21,000	—	19,800	—	—	14,256	18,444	5	Y	32	40	10-25	Y	11	$300	100%	12	2,000	Y	40%	50%	60%	60%	50	25	58	Y	N
Warren, Penna.	—	23,540	—	—	—	18,140	—	17,110	—	—	13,140	15,844	2½	Y	21	40	6-25	Y	13	100%	100%	15	25,000	N	—	50%	60%	60%	55	25	65	N	N
Warrensville Hgts., Ohio	22,000	29,000	21,435	21,805	19,962	20,326	18,571	18,934	17,379	—	14,728	17,023	2	Y	34	40	10-25	Y	9	$485	100%	0	7,500	Y	40%	50%	60%	66%	52	25	—	N	N
Washington, Ind.	—	12,230	—	10,897	—	—	—	10,127	—	10,947	9,821	10,472	1	Y	13	40	6-12	Y	7	$450	100%	18	2,000	N	50%	60%	70%	74%	55	20	65	N	Y
Washington, Penna.	—	—	—	16,619	—	15,827	—	15,074	—	—	9,000	14,356	½	Y	36	40	14-28	Y	11	$300	100%	24	15,000	Y	50%	—	—	—	50	20	—	N	Y
Watertown, S.D.	—	20,000	—	14,813	—	—	—	14,555	—	14,701	11,730	14,133	2	Y	27	45	12-20	Y	9	100%	100%	12	2,000	Y	—	50%	—	—	55	25	70	Y	Y
Waterville, Me.	—	20,504	18,472	19,299	—	—	15,466	16,402	14,039	15,072	9,205	12,899	4	Y	30	42	14-16	Y	10	$400	50%	15	2,000	Y	—	66⅔%	—	—	55	25	—	N	N
Wayne, Mich.	—	—	—	26,650	—	—	—	—	—	—	21,313	24,662	3	Y	39	40	13-23	Y	11	$550	100%	12	15,000	Y	—	—	—	—	50	25	60	N	Y
Waynesboro, Va.	21,111	25,906	17,203	21,111	14,756	18,107	11,424	14,020	10,855	13,320	10,315	12,657	3½	N	38	40	5-15	Y	7	100%	100%	12	—	N	—	—	100%	—	55	30	60	N	N

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.													After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
10,000 TO 50,000 (Continued)																																	
Weslaco, Tex.	—	17,471	—	—	—	12,348	—	10,944	8,556	10,464	8,556	10,464	2½	Y	27	40	12-15	Y	6	$300	100%	12	8,000	N	—	—	—	—	60	15	—	N	Y
Westbrook, Me.	—	18,190	—	—	—	—	—	15,045	—	13,631	9,644	13,631	3	N	29	40	10-25	Y	11	$200	100%	12	—	N	—	—	—	—	—	23	—	N	N
Westchester, Ill. ...	—	26,910	—	—	—	24,255	—	22,000	—	—	14,250	19,440	5	N	31	40	14-20	Y	9	$250	100%	6	10,000	Y	50%	60%	70%	75%	50	20	65	N	N
W. Des Moines, Iowa	17,000	25,000	—	—	17,000	19,000	16,783	17,582	14,386	15,984	12,787	15,184	5	Y	24	40	21-35	Y	9	$180	100%	12	8,500	Y	—	—	—	—	55	22	—	N	N
Westerly, R.I.	—	23,100	—	22,000	—	20,000	—	18,500	14,750	19,500	11,025	17,225	10	N	32	40	14-35	Y	15	$400	100%	16	5,000	N	—	50%	—	—	55	25	55	N	Y
Western Springs, Ill.	23,820	32,682	—	—	19,590	28,678	17,760	25,154	—	—	15,330	20,380	—	N	19	40	10-25	Y	7	$225	100%	12	20,000	Y	50%	60%	70%	75%	50	20	65	N	N
West Lake, Ohio ...	26,000	26,000	23,179	23,179	21,265	21,265	19,509	19,509	18,704	18,704	15,028	17,898	2	Y	32	40	10-20	Y	9	$450	100%	15	0	Y	30%	50%	60%	66⅔%	52	25	—	N	N
White Bear Lake, Minn.	27,825	28,218	—	—	26,500	26,875	25,755	26,120	15,150	22,500	13,650	21,000	3	Y	22	40	10-20	Y	12	$250	100%	12	12,000	Y	50%	60%	70%	80%	55	20	65	N	N
Whitefish Bay, Wisc.	21,360	24,516	—	—	19,392	20,892	17,904	19,248	19,069	20,141	15,882	18,575	4	N	15	38½	14-35	Y	10	$165	—	12	—	Y	—	—	—	—	55	25	55	N	Y
Whitehall Twp., Pa.	—	25,251	—	20,612	—	19,926	—	19,177	—	19,177	9,100	17,492	3	Y	28	40	5-30	Y	12	$300	100%	90	10,000	Y	—	50%	—	—	55	25	—	Y	N
White Settlement, Tex.	16,620	19,263	15,080	17,450	12,732	15,808	—	—	15,080	17,450	12,126	15,070	4	Y	13	40	10-15	Y	8	0	50%	15	2,000	N	—	—	—	—	—	28	65	N	N
Wickliffe, Ohio	—	25,651	—	23,319	—	21,199	—	19,272	—	17,520	16,440	17,520	2	Y	28	40	14-35	Y	11	$350	100%	90	20,000	Y	—	50%	60%	66%	52	25	—	Y	N
Willmar, Minn.	—	—	—	—	—	—	17,424	18,576	—	—	15,012	17,040	4½	Y	22	40	10-20	Y	9	$250	100%	12	4,000	Y	50%	60%	70%	—	55	20	65	N	N
Willoughby, Ohio ...	—	25,792	—	—	—	22,464	19,552	20,800	16,016	19,136	16,016	19,136	3	N	32	40	10-25	Y	12	$350	100%	15	5,000	Y	—	50%	—	66⅔%	52	25	70	N	N
Willowick, Ohio	23,748	25,416	—	—	20,700	22,320	18,900	20,400	—	—	14,016	18,492	3	Y	24	40	14-35	Y	11	$400	100%	15	0	Y	—	50%	58%	66%	52	25	—	N	Y
Wilmington, Ohio ..	16,404	—	—	—	—	—	12,547	12,547	12,547	12,547	10,995	11,603	5	Y	16	40	10-25	Y	9	100%	100%	15	15,000	Y	30%	50%	60%	66%	52	25	—	N	Y
Winchester, Va. ...	18,304	23,379	—	—	14,331	18,304	13,000	16,598	11,232	14,331	10,171	13,000	5	Y	41	40	10-15	Y	10	$175	100%	12	0	N	—	—	—	—	55	25	60	N	N
Winfield, Kans.	17,680	20,200	13,832	16,016	—	—	11,939	14,518	13,832	16,016	10,316	13,166	2	N	20	40	14-18	Y	10	100%	100%	12	2,000	N	40%	50%	61%	66%	55	25	65	N	Y
Winter Haven, Fla. .	17,886	28,722	12,711	20,412	12,105	19,439	11,529	18,514	11,520	18,514	10,457	16,792	—	N	40	40	10-25	Y	6	$300	100%	12	20,000	N	60%	75%	90%	90%	60	10	—	N	N
Winter Park, Fla. ..	—	25,086	15,925	20,894	15,771	19,024	13,702	17,321	11,904	15,771	11,904	15,771	7	N	50	40	10-16	Y	7	$400	100%	15	10,000	Y	—	—	—	—	50	25	—	N	N
Winthrop, Mass. ...	28,496	28,496	—	—	17,286	18,517	15,165	16,243	—	—	13,302	14,248	3	Y	36	37½	14-35	Y	13	$250	50%	14	—	Y	—	—	—	—	55	20	65	Y	N
Wisconsin Rapids, Wisc.	—	23,815	—	20,079	—	—	—	17,732	16,635	17,732	13,517	16,635	5	Y	40	40	5-30	Y	9	100%	90%	100%	—	N	—	45%	54%	63%	55	25	60	Y	Y
Woodstock, Ill.	—	—	—	—	—	—	20,696	23,920	—	—	14,794	17,836	4	Y	23	40	7-28	Y	11	$275	100%	12	15,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Wooster, Ohio	18,750	26,081	16,164	22,484	16,057	19,198	14,372	17,971	12,417	16,286	12,417	16,286	7	N	32	40	10-25	Y	8	$300	100%	14	0	Y	—	50%	60%	66%	52	25	65	N	Y
Yeadon, Penna.	23,655	28,473	—	—	21,052	25,341	19,861	23,907	—	—	14,052	18,737	2½	Y	15	40	5-20	Y	13	100%	100%	65	35,000	Y	—	50%	—	—	50	25	60	Y	N
Yuba City, Calif. ...	26,322	26,322	—	—	18,156	18,952	15,652	18,952	15,369	18,631	13,482	16,307	3½	N	24	40	13-23	Y	11	$264	100%	12	—	N	40%	50%	60%	70%	50	20	65	N	Y
Zion, Ill.	24,075	24,075	—	—	21,079	21,079	19,260	19,260	12,840	17,976	12,840	17,976	4	N	38	40	10-25	Y	10	$450	100%	12	10,000	Y	50%	60%	70%	75%	50	20	—	N	N
POPULATION: Under 10,000																																	
Ambler, Penna.	20,466	20,466	—	—	—	—	17,652	17,652	18,940	18,940	14,005	16,787	2	Y	12	40	14-28	Y	10	—	100%	10	20,000	Y	—	50%	50%	50%	55	25	—	N	N
Anadarko, Okla. ...	11,400	—	9,192	—	8,760	—	8,544	—	8,940	—	8,400	—	—	N	15	40	10	Y	10	$240	100%	12	5,000	N	50%	50%	75%	75%	—	20	—	N	N
Arnold, Penna.	17,874	—	—	—	16,594	—	—	16,122	—	16,122	—	15,822	—	Y	10	40	14-31	Y	11	$250	100%	90	—	Y	50%	—	—	—	50	20	65	N	Y
Ashland, Wisc.	—	15,949	—	—	—	—	—	13,696	—	—	—	12,972	—	Y	19	40	16-28	Y	10	$225	100%	12	—	N	—	50%	—	—	55	25	55	Y	Y
Augusta, Kans.	—	—	12,500	13,800	—	—	10,700	11,380	10,700	11,380	9,240	10,800	2	Y	21	40	10-20	Y	8	100%	100%	15	—	N	25%	31¼%	37½%	43¾%	—	—	65	N	Y
Aurora, Ind.	14,300	14,300	13,520	13,520	—	—	—	—	—	—	13,000	13,000	—	Y	8	40	10-20	Y	12	$300	—	100%	10,000	N	50%	60%	70%	74%	—	20	—	N	N
Bangor, Penna.	—	13,000	—	—	—	—	—	12,300	—	—	11,100	11,300	½	N	6	40	14-21	Y	8	$100	100%	0	10,000	Y	50%	50%	—	—	60	20	—	N	N
Bardstown, Ky.	—	13,104	—	11,856	—	—	10,275	10,608	—	—	8,861	10,025	—	Y	14	40	5-15	Y	6	0	100%	12	2,000	N	—	—	—	—	65	5	—	Y	Y
Bedford, Va.	12,984	16,560	—	—	—	—	10,680	13,620	—	—	9,684	12,348	6	N	17	40	12-18	Y	9	100%	50%	60	3,000	N	—	—	—	—	55	30	—	N	N
Bellevue, Ohio	—	19,240	—	17,118	—	—	—	16,744	—	—	15,329	16,411	2	Y	13	40	10-25	Y	12	$350	100%	15	10,000	Y	—	50%	60%	66%	52	25	—	N	Y
Beverly Shores, Ind.	—	12,300	—	—	—	—	—	12,100	—	—	11,200	11,900	1	Y	8	44	7-21	Y	11	$200	50%	5	20,000	N	—	—	—	—	—	—	—	N	N

UNDER 10,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN —MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Birdsboro, Penna. ..	—	16,244	—	—	—	—	—	15,329	—	—	10,540	14,643	3	Y	5	40	5-20	Y	10	100%	100%	12	14,000	Y	—	50%	—	—	55	25	—	N	N
Blackwell, Okla. ...16,800		—	11,700	12,192	11,316	11,736	10,896	11,100	10,896	11,100	9,600	10,512	1	N	14	40	10-15	Y	8	100%	100%	12	3,000	N	50%	67½%	75%	—	—	20	70	N	N
Bluffton, Ind. 15,814		—	15,146	—	12,966	—	12,481	—	—	—	11,940	—	—	Y	16	40	7-21	N	9	$600	50%	6	2,000	N	50%	60%	70%	74%	—	20	65	Y	Y
Braddock, Penna. ..	—	—	—	—	—	—	—	—	—	—	—	13,750	1	Y	7	40	14-28	Y	9	$250	100%	20	20,000	Y	—	50%	—	—	55	20	65	N	Y
Brevard, N.C. 15,000		—	—	—	—	—	11,900	—	11,200	—	8,800	11,200	—	N	15	40	10-15	Y	10	$120	100%	10	0	N	—	—	—	—	—	—	65	N	N
Broadview, Ill.	—	30,322	—	—	—	25,251	—	22,642	—	—	15,699	19,903	4	N	30	40	10-25	Y	8	—	100%	10	10,000	Y	50%	60%	70%	75%	50	20	63	N	N
Buena Vista, Va. ..12,161		15,433	—	—	9,534	12,161	8,678	11,042	—	—	7,854	10,018	5	N	13	40	12	Y	9	100%	100%	12	—	N	—	—	—	—	65	—	65	N	N
Cairo, Ill. 14,808		15,408	10,992	11,592	—	—	10,494	11,094	10,494	11,094	7,992	10,620	11	Y	13	48	5-20	Y	6	$175	50%	20	3,000	N	50%	60%	70%	75%	50	20	—	N	Y
Chandler, Okla. ...	—	9,600	—	—	—	9,000	—	8,484	—	—	7,284	7,944	1	N	7	40	14	Y	8	$180	—	14	0	N	—	—	—	—	—	—	—	N	Y
Charles City, Iowa .18,936		—	15,636	—	14,832	—	—	—	14,520	—	12,984	13,644	2	Y	13	40	7-25	Y	8	$225	100%	12	5,000	Y	—	50%	—	—	55	22	65	Y	N
Coopersburg, Pa. ..	—	17,103	—	—	—	—	—	—	—	—	13,500	14,000	½	Y	2	—	5-25	Y	11	100%	100%	120	—	Y	—	50%	—	—	55	25	—	N	N
Coplay, Penna.	—	12,788	—	—	—	—	—	11,898	—	—	—	10,704	—	Y	4	40	7-28	Y	10	$250	50%	7	10,000	Y	50%	—	—	—	50	25	—	Y	N
Covington, Va. 14,040		18,803	—	—	11,544	15,475	9,984	13,374	—	—	8,611	11,544	6	Y	13	45	12-21	Y	11½	$120	50%	12	18,000	N	30%	37½%	45%	52½%	55	5	65	N	N
Crossville, Tenn. ...16,806		—	—	—	13,166	—	11,939	12,542	10,837	—	8,902	11,378	5	N	13	40	5-10	Y	6	0	100%	10	7,500	N	70%	72%	75%	75%	65	10	70	N	N
Decatur, Ind. 14,980		16,495	—	—	—	—	13,356	15,250	13,356	15,250	12,629	14,523	21	Y	14	40	15-28	Y	10	$650	100%	30	4,000	N	50%	60%	70%	74%	41	20	—	N	N
Delphos, Ohio 12,022		12,833	—	—	—	—	10,691	11,523	—	—	9,401	10,691	1	N	12	40	10-15	Y	7	$200	100%	15	0	Y	—	50%	66⅔%	66⅔%	52	25	—	N	Y
Devils Lake, N.D. ..17,334		—	—	—	—	13,739	—	13,030	—	13,418	10,200	11,940	1½	N	14	40	12-30	Y	9	—	70%	12	—	N	—	—	—	—	59½	—	—	N	N
Dowagiac, Mich. ...18,658		22,000	17,158	19,000	—	—	15,485	15,883	14,535	14,933	13,505	14,535	3	Y	17	40	5-20	Y	11	—	100%	12	11,000	N	—	—	—	—	—	10	55	Y	Y
East Palestine, Ohio	—	17,044	—	—	—	—	—	—	—	—	11,000	13,500	5	Y	7	40	10-20	Y	—	$250	100%	15	5,000	Y	—	60%	—	—	48	25	—	Y	Y
E. Stroudsburg, Pa.	—	15,400	—	—	—	—	—	13,200	—	13,200	9,700	12,050	3	N	12	40	5-20	Y	8	0	100%	0	7,500	Y	—	50%	50%	50%	55	25	55	N	N
Edgewater, Fla.....	—	14,553	—	—	—	12,401	—	12,401	—	12,401	8,700	10,685	—	—	—	40	5-10	Y	7	—	100%	12	5,000	N	—	—	—	—	52	10	65	N	N
Edmundson, Mo. ...13,400		14,800	—	—	13,000	14,000	12,600	13,680	—	—	11,400	12,600	1	N	7	40	7-14	Y	7	$300	100%	6	12,000	N	—	—	—	—	—	—	—	N	N
Falls Church, Va. ..22,137		32,400	24,317	35,659	19,200	29,061	17,482	25,500	14,023	20,415	14,023	20,415	14	Y	—	40	12-24	Y	9½	0	75%	12	—	N	40%	50%	60%	70%	—	20	55	N	N
Fernandina Beach, Fla. 17,600		19,600	14,076	18,600	—	—	13,418	16,110	13,418	16,110	12,345	14,736	7½	Y	15	42	7-28	Y	9	0	100%	12	20,000	Y	—	—	—	—	60	20	60	N	Y
Fountain Hill, Pa. ..	—	16,350	—	—	—	—	—	15,000	—	—	10,000	14,440	2	Y	7	40	5-30	Y	11	$200	100%	15	10,000	Y	—	50%	—	—	55	25	65	Y	N
Franklin, Penna. ...	—	19,450	—	17,380	—	16,685	—	—	—	—	12,051	15,700	3	Y	18	40	10-30	Y	—	$250	100%	21	15,000	Y	50%	55%	60%	65%	50	20	65	Y	Y
Garden City, Ga. ...16,000		25,578	14,000	22,380	14,000	22,380	12,000	19,183	10,500	16,785	10,500	16,785	10	N	11	40	5-20	Y	9	—	100%	12	5,000	N	—	—	—	—	65	10	70	N	N
Gates Mills, Ohio ..24,618		—	—	—	20,729	—	19,602	—	18,771	—	15,840	18,051	3	N	11	40	10-20	Y	7	100%	100%	15	—	N	—	50%	—	—	52	25	—	N	N
Greensburg, Ind. ...13,860		14,270	12,700	13,420	12,100	12,820	—	—	12,700	13,420	11,500	12,220	20	Y	13	40	10	N	7	$400	100%	14	5,000	N	50%	60%	70%	74%	41	20	60	N	Y
Gulf Shores, Ala. ..15,000		—	—	—	13,800	—	11,400	—	—	—	9,000	12,000	5	Y	9	48	12	Y	11	0	100%	12	10,000	N	—	—	—	—	—	—	65	N	N
Hellertown, Penna. .	—	16,625	—	—	—	—	—	—	—	14,425	10,990	13,720	—	N	8	40	10-25	Y	11½	$200	100%	20	20,000	Y	50%	50%	50%	50%	55	25	65	Y	N
Henryetta, Okla. ...14,040		15,600	10,800	10,800	—	—	9,900	10,560	—	—	8,580	9,600	1	Y	14	40	14-28	Y	9	100%	75%	6	5,000	N	50%	62½%	75%	—	41	20	70	N	N
Highland Hgts, Oh. 21,588		—	—	—	18,720	—	17,665	—	—	—	12,000	16,570	4	Y	14	40	7-25	Y	10	$300	100%	15	0	Y	—	—	—	—	—	—	65	N	N
Jackson, Ohio 11,523		11,523	9,194	10,296	—	—	8,902	9,984	—	—	8,174	9,776	15	Y	11	40	14-35	Y	9	$170	80%	15	0	Y	—	—	—	—	52	25	—	N	N
Jacksonville, Ala. ..10,992		16,488	—	—	9,972	14,808	9,180	13,512	—	—	8,436	12,372	15	Y	17	40	14-28	N	8	$100	100%	12	4,000	Y	50%	60%	70%	80%	61	10	—	N	N
Jasper, Ind.....17,160		—	—	—	—	—	15,080	—	14,560	—	11,440	14,560	2	N	12	43	14-28	N	0	100%	100%	0	1,000	N	50%	60%	60%	60%	41	20	—	N	Y
Kendallville, Ind. ..14,143		14,143	—	—	—	—	12,939	12,939	13,293	13,293	12,000	12,512	¼	N	11	40	5-20	N	8	$250	50%	60	5,000	N	50%	60%	70%	74%	41	20	—	N	Y
Kennedy, Ala. 11,500		13,400	—	—	—	—	—	—	—	—	9,000	11,200	—	N	—	60	7	N	7	$250	100%	15	10,000	N	—	—	—	—	—	—	—	—	—
Kermit, Tex. 18,432		19,008	14,790	17,640	—	—	12,444	15,895	—	—	11,277	14,453	25	Y	10	44	12-21	Y	10	0	100%	12	10,000	N	—	—	—	—	55	28	70	N	N
Ketchikan, Alas. ...31,752		43,464	29,364	40,176	27,144	37,152	24,132	33,024	—	—	21,456	29,364	14	Y	18	40	13-40	Y	11	$200	80%	12	—	N	50%	62½%	75%	75%	—	20	55	Y	N
Keyser, W. Va. 12,500		—	—	—	—	—	—	—	—	—	9,250	—	—	N	8	40	5-15	Y	11	100%	50%	10	0	Y	—	—	—	—	62	5	—	N	Y
Lakeshire, Mo. 15,000		15,000	—	—	—	—	13,520	13,520	13,520	13,520	13,104	13,104	—	N	7	40	10	Y	8	100%	100%	6	10,000	N	—	—	—	—	—	—	—	N	N
Lawrenceburg, Ind. 14,040		—	13,520	—	—	—	13,260	—	—	—	12,740	13,000	½	Y	9	40	10-20	Y	9	$350	100%	6	10,000	N	50%	60%	70%	74%	55	20	55	Y	Y
Ludington, Mich. ..	—	18,001	—	16,031	—	15,289	—	14,593	—	15,214	11,954	13,909	2	N	12	40	5-20	Y	10	0	100%	12	10,000	Y	—	62½%	67½%	72½%	50	25	65	N	Y
Mahanoy City, Pa. .	—	12,110	—	11,221	—	—	—	—	—	—	9,772	10,556	1½	Y	9	40	14-28	Y	9	$250	100%	15	20,000	Y	50%	50%	50%	50%	55	25	65	N	Y

UNDER 10,000 (Continued)

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY) After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service	Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.																				
Manchester, Mo.	21,600	25,200	—	—	17,400	19,740	15,600	17,760	—	—	12,240	15,780	—	N	19	37	10	Y	8	—	100%	5	—	N	—	—	—	—	—	5	65	N	N
Mayfield Village, Oh.	21,836	24,056	—	—	—	—	18,270	19,000	—	—	13,853	17,789	2	Y	12	40	5-25	Y	9	$300	100%	15	0	Y	—	50%	60%	72%	48	25	65	N	N
Medina, Ohio	18,699	23,837	—	—	13,936	17,784	12,646	16,141	—	—	11,482	14,643	6	Y	17	40	8-16	Y	11	$400	100%	15	0	Y	—	—	—	—	52	15	—	Y	N
Monticello, Ind.	—	13,648	—	—	—	—	—	12,945	—	—	—	12,362	—	Y	8	40	14	Y	0	$200	—	12	0	N	50%	60%	72%	72%	—	20	60	N	Y
Mt. Airy, N.C.	16,554	21,120	12,965	16,554	11,769	15,016	10,670	13,624	10,157	12,965	9,205	11,769	—	N	26	42	10-15	Y	6	$120	100%	12	5,000	N	—	—	—	—	—	20	—	N	N
Mt. Carmel, Ill.	—	18,000	—	—	—	—	—	13,044	—	16,854	11,600	12,444	1	Y	12	40	10-15	Y	8	—	100%	28	5,000	Y	50%	60%	70%	75%	50	20	—	N	Y
Mt. Penn, Penna.	—	18,155	—	—	—	—	—	16,637	—	—	—	14,268	—	Y	5	40	5-25	Y	10	$350	100%	100%	10,000	Y	—	—	—	—	55	25	—	N	N
Newberry, Mich.	—	—	—	—	—	—	14,000	14,420	—	—	13,000	14,000	1	Y	4	40	12-17	Y	9	$125	100%	13	15,000	N	—	25%	—	—	55	25	—	Y	Y
N. Kansas City, Mo.	22,710	27,552	18,696	23,844	16,956	21,648	15,396	19,644	12,996	16,176	12,996	16,176	5	Y	30	40	12	Y	8	$300	100%	12	10,000	N	50%	50%	50%	50%	55	10	60	N	Y
Orange, Ohio	21,500	—	—	—	19,500	—	18,500	—	—	—	14,500	17,500	2	Y	9	40	14-28	Y	7	$275	100%	15	5,000	Y	50%	60%	67½%	72%	48	25	65	N	N
Palatka, Fla.	21,705	—	15,500	—	14,500	—	—	—	—	—	10,500	12,000	1	N	26	40	10	Y	6	$228	50%	12	26,000	N	40%	50%	60%	70%	55	10	—	N	N
Palmerton, Penna.	—	16,743	—	—	—	—	—	—	—	—	12,056	13,884	3	Y	8	40	5-40	Y	13	100%	100%	15	35,000	Y	50%	50%	50%	50%	50	25	65	Y	N
Parkland, Fla.	14,500	—	—	—	13,500	—	12,500	—	—	—	11,500	12,700	1	N	8	40	5-15	Y	—	0	100%	12	—	N	—	—	—	—	—	—	60	N	N
Park Ridge, N.J.	28,750	—	26,125	—	23,850	—	21,723	—	—	—	14,058	19,294	4	Y	19	37½	12-25	Y	13	$375	100%	15	10,000	Y	—	50%	55%	60%	—	25	65	Y	N
Parsons, Tenn.	9,360	—	—	—	—	—	—	—	—	—	—	8,340	—	N	5	48	7-14	Y	5	0	—	12	0	N	—	—	—	—	—	—	—	N	N
Pembroke Park, Fla.	18,000	—	—	—	19,200	—	14,600	16,700	—	—	10,200	—	8	N	17	40	10-15	Y	11	$250	100%	12	25,000	N	—	—	—	—	—	—	—	N	N
Pentwater, Mich.	11,200	12,000	—	—	—	—	—	—	—	—	9,172	11,252	4	N	2	40	7-35	Y	6	100%	—	12	0	N	—	—	—	—	62	25	—	N	Y
Port Clinton, Ohio	—	15,780	—	14,880	—	—	—	14,280	—	13,680	13,080	13,680	2	Y	9	40	10	Y	10	$250	100%	15	5,000	Y	40%	50%	60%	66⅔%	52	25	N	Y	
Portland, Ind.	—	13,123	—	—	—	—	—	11,746	—	11,746	—	11,246	—	Y	7	42	14-21	Y	7	$525	100%	14	2,000	N	50%	60%	70%	74%	55	20	65	N	N
Princeton, Ind.	14,280	14,760	—	—	12,960	13,440	12,591	13,071	12,591	12,591	12,050	12,530	20	Y	14	40	14-35	N	12	$450	100%	0	5,000	N	50%	50%	50%	50%	55	20	60	N	N
Princeton, W. Va.	15,434	—	11,086	—	10,916	—	10,067	—	9,714	—	9,152	—	—	Y	18	40	10-15	Y	13½	$200	80%	60	5,000	Y	60%	65%	65%	65%	50	20	65	N	Y
Prospect Park, Pa.	—	—	—	—	—	—	19,375	19,375	—	—	—	17,614	—	Y	8	40	10-25	Y	12	100%	100%	180	35,000	Y	—	50%	—	—	50	25	55	Y	N
Riverview, Mo.	—	—	—	17,000	—	—	—	15,000	—	—	—	14,000	—	N	9	40	14	Y	6	—	100%	6	2,000	N	—	—	—	—	—	—	—	N	N
Rochelle, Ill.	—	24,700	—	—	15,798	19,476	13,740	17,310	10,644	15,798	10,664	15,798	5	N	18	40	10-20	Y	10	100%	100%	12	5,000	Y	50%	60%	70%	—	55	20	—	N	N
Rochester, Penna.	18,500	—	—	—	—	—	15,900	—	—	—	12,500	15,650	3	Y	8	40	5-25	Y	11	$250	100%	7	25,000	Y	—	50%	50%	50%	55	25	65	N	N
St. Marys, Ohio	17,274	18,723	—	—	—	—	12,724	14,379	—	—	11,481	13,136	5	N	12	40	10-20	Y	7	$150	100%	15	—	Y	—	50%	66%	—	52	25	65	N	Y
St. Marys, Penna.	—	16,500	—	—	—	—	—	—	—	—	13,220	14,136	3	Y	9	40	5-20	Y	13	—	100%	15	20,000	Y	—	50%	50%	50%	55	25	—	N	Y
Sandersville, Calif.	—	13,125	—	—	10,400	10,920	9,880	10,400	—	—	8,320	9,360	2	N	12	42	7-15	Y	5	100%	100%	12	10,000	N	—	—	—	—	—	—	—	N	N
Sayre, Penna.	—	15,197	—	—	—	—	—	12,550	—	—	9,500	11,950	1	Y	9	40	7-23	Y	9	$295	100%	30	5,000	Y	—	50%	50%	50%	55	25	60	N	Y
Scituate, R.I.	17,000	—	—	—	13,115	—	12,506	—	—	—	9,000	11,898	1	Y	15	42	5-30	Y	12	$400	100%	15	—	N	—	50%	—	—	—	25	60	Y	Y
Seward, Neb.	14,400	18,420	—	—	—	—	—	—	—	—	9,660	11,640	—	Y	8	40	7-21	Y	8	0	100%	12	0	Y	50%	50%	50%	50%	55	20	65	N	Y
Shadyside, Ohio	15,080	15,080	11,940	11,940	—	—	—	—	—	—	10,940	10,940	—	N	5	40	10-20	Y	10	$175	100%	15	0	Y	30%	50%	60%	66%	52	25	—	N	N
Shenandoah, Penna.	12,225	—	11,500	—	11,150	—	10,675	—	—	—	10,450	—	1	Y	11	40	14-28	Y	12	$300	100%	18	15,000	Y	—	55%	—	—	50	25	70	N	Y
Slatington, Penna.	—	13,900	—	—	—	—	—	—	—	—	11,000	12,700	3	Y	5	40	20	Y	11	100%	—	10	10,000	Y	—	50%	—	—	55	25	65	Y	N
South Haven, Mich.	—	—	—	—	17,400	—	17,000	—	—	—	12,500	15,500	3	Y	16	40	7-28	Y	13½	—	100%	12	10,000	N	40%	50%	60%	70%	55	10	65	N	N
Stilwell, Okla.	—	11,940	—	—	—	—	—	—	—	—	—	8,922	—	N	10	40	21	N	0	0	—	0	0	N	—	—	—	—	—	20	—	N	Y
Sunset Hills, Mo.	22,700	—	—	—	—	—	18,400	—	—	—	10,800	16,100	6	N	15	40	10	Y	8	100%	100%	14	0	N	—	—	—	—	52	—	70	N	N
Tamaqua, Penna.	—	—	—	—	—	—	—	—	13,240	—	—	12,830	—	Y	12	40	5-25	Y	12	$200	100%	12	10,000	Y	—	50%	—	—	55	25	65	N	Y
Tell City, Ind.	—	13,625	—	—	—	12,200	—	11,660	—	11,660	10,135	11,510	1	N	9	40	7-14	N	8	$435	100%	—	6,000	N	50%	60%	70%	—	41	20	60	N	Y
Twinsburg, Ohio	—	24,414	—	—	—	22,611	—	19,970	—	17,651	13,850	17,651	5	Y	16	40	10-25	Y	13	$450	100%	15	0	Y	30%	60%	67%	72%	52	15	70	Y	Y
Villa Rica, Ga.	—	14,820	—	—	—	10,660	—	9,940	—	—	—	9,505	—	N	8	40	5	N	0	—	100%	6	—	N	—	—	—	—	—	—	70	N	N
Walnutport, Penna.	13,416	—	—	—	11,250	—	—	—	—	—	10,500	—	—	N	3	40	10-25	Y	10	$200	100%	10	10,000	N	—	50%	—	—	55	25	—	N	N
Wapakoneta, Ohio	17,337	—	—	—	15,115	—	—	—	—	—	12,994	14,201	4	Y	15	40	10-20	Y	7	$150	100%	15	10,000	Y	—	72%	—	—	52	25	65	Y	Y
Wellsboro, Penna.	—	16,000	—	—	—	—	—	13,000	—	—	10,000	13,000	2	Y	5	40	5-15	Y	11	$300	100%	7	50,000	Y	—	50%	—	—	55	25	—	N	Y
Wentzville, Mo.	16,500	16,500	—	—	14,250	14,250	13,500	13,500	13,260	13,260	11,200	12,800	1	N	8	40	10-20	Y	9	$200	100%	12	5,000	N	10%	10%	10%	10%	50	5	65	N	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
West Frankfort, Ill.	20,000	22,000	19,000	21,000	18,000	20,000	—	—	—	—	17,200	18,000	3	Y	12	56	5-30	Y	10	$200	100%	30	2,000	Y	50%	—	—	—	50	20	—	N	Y
W. Middlesex, Pa.	—	—	—	—	—	—	—	—	—	—	13,500	—	—	N	5	—	7-14	Y	7	—	100%	0	10,000	N	—	—	—	—	—	—	—	N	Y
Weston, Ala.	10,800	12,000	—	—	—	—	—	—	—	—	7,800	9,600	3	N	2	50	7-14	N	13	—	—	12	0	Y	—	—	—	—	—	—	—	N	N
Woodson Terr., Mo.	—	18,552	—	15,690	—	15,010	—	14,650	—	—	10,349	14,265	5	Y	13	40	5-20	Y	9	100%	100%	30	10,000	N	20%	25%	30%	35%	55	20	—	N	N
Wyomissing, Penna.	—	21,445	—	—	—	—	—	16,367	—	—	13,278	15,345	3	Y	11	40	5-20	Y	12	100%	100%	30	25,000	Y	—	50%	—	—	55	25	—	N	N

STATE POLICE AND HIGHWAY PATROL

Ala. State Police	20,000	24,583	16,692	19,955	15,496	18,057	14,729	17,082	—	—	13,182	15,496	7	Y	750	40	13-28	Y	13	—	100%	12	0	Y	57½%	72%	86⅓%	100%	52	20	70	N	—
Alas. State Police	—	—	33,528	40,320	31,176	37,464	29,460	35,424	—	—	25,428	30,564	5	Y	288	37½	15-30	Y	11	$600	—	—	2,000	Y	—	—	—	—	41	20	—	Y	Y
Ark. State Police	20,540	31,538	14,846	22,776	13,884	21,320	11,986	18,382	—	—	10,426	17,108	7	Y	489	50	12-22	N	12	$680	100%	12	0	N	50%	60%	65%	65%	50	20	65	N	Y
Calif. Patrol	—	—	30,576	36,792	25,488	30,576	22,248	26,676	—	—	19,908	22,752	3	N	4,868	40	10	Y	12	$250	100%	12	5,000	Y	40%	50%	75%	75%	50	5	60	N	N
Colo. State Patrol	28,908	38,724	24,300	32,256	21,000	28,128	18,144	24,300	—	—	14,220	19,056	10	Y	553	—	12-21	Y	12	$1,200	—	15	—	Y	50%	50%	50%	50%	55	20	—	—	Y
Dela. State Police	32,000	34,000	22,293	24,500	20,187	23,234	18,549	21,702	17,041	20,613	13,750	18,539	19	Y	435	40	15-25	Y	11	$500	100%	15	0	N	50%	—	—	—	41	20	—	N	Y
Idaho State Police	21,820	30,756	19,824	29,290	18,000	26,555	15,540	22,950	—	—	12,168	19,824	—	Y	160	40	12-18	N	9	50%	100%	12	—	Y	40%	50%	60%	75%	55	25	—	N	N
Ill. State Police	—	37,500	24,264	29,820	21,660	28,164	19,272	26,556	15,204	23,784	15,204	23,784	20	Y	2,100	40	10-25	N	12	0	100%	60	—	Y	47½%	61¼%	75%	75%	50	20	60	N	Y
Ind. State Police	—	44,442	19,248	28,192	17,792	26,164	15,140	22,394	15,140	22,394	13,372	19,924	15	N	1,103	45	12-26	N	13	0	75%	90	10,000	Y	50%	64%	90%	—	45	20	55	N	Y
Iowa State Police	25,854	34,652	20,404	27,123	19,531	25,854	17,243	22,464	—	—	12,604	19,344	10½	Y	420	43	10-25	Y	11	100%	100%	18	—	N	—	—	—	—	55	22	65	N	N
La. State Police	32,000	32,000	20,316	28,368	18,552	26,772	15,648	21,780	—	—	13,008	21,348	12	N	866	40	12-15	Y	8	$650	50%	15	10,000	Y	60%	75%	90%	90%	50	20	55	N	Y
Md. State Police	41,100	—	19,889	26,127	18,501	24,305	14,961	19,268	—	—	12,682	16,660	6	N	1,579	40	5-25	Y	13	100%	90%	15	0	N	44%	55%	61%	66%	50	25	60	Y	Y
Mass. State Police	22,544	38,044	17,411	21,392	15,772	19,354	14,925	18,193	16,555	20,409	13,529	16,159	6	N	928	40	10-20	Y	11	$300	90%	15	2,000	N	50%	55%	60%	—	—	20	50	N	Y
Mich. State Police	—	46,300	28,793	38,502	20,504	32,322	19,146	23,698	—	—	16,077	20,712	4	Y	2,296	40	15-29	Y	11	$300	100%	13	—	Y	40%	50%	50%	50%	—	25	56	Y	Y
Miss. State Police	31,000	31,000	27,000	27,000	23,700	26,988	19,440	26,100	18,540	24,840	11,520	19,080	12	N	541	56	6-45	N	10	—	100%	15	—	N	—	—	—	—	55	20	60	N	Y
Mo. State Police	21,600	36,720	17,700	30,090	16,800	28,560	15,900	27,030	—	—	14,100	21,480	35	Y	850	40	15-21	N	11	$480	100%	15	5,000	N	—	45%	47%	50%	55	—	60	N	Y
Neb. State Police	32,089	32,089	16,950	23,485	15,935	22,041	14,174	19,520	—	—	12,604	17,316	—	N	400	50	12-25	Y	11	$240	50%	12	5,000	N	50%	62½%	75%	75%	55	20	60	N	N
Nev. State Police	23,168	32,168	18,396	25,424	16,797	23,168	16,053	22,114	—	—	14,677	20,155	7	Y	165	40	12-21	Y	10	$352	100%	15	5,000	Y	50%	62½%	75%	90%	50	20	70	Y	N
N.M. State Police	31,056	37,752	22,836	23,472	20,316	20,938	18,036	18,552	11,700	18,552	10,500	17,352	13	Y	361	40	15-24	N	11	$360	100%	30	50,000	N	—	62½%	75%	82½%	43	25	61	N	N
N.Y. State Police	—	—	28,302	28,302	26,457	26,457	21,965	21,965	19,086	21,267	12,715	19,226	20	Y	3,346	40	20-25	Y	11	100%	100%	13	0	N	50%	58%	66%	66%	—	20	55	Y	Y
N.C. State Patrol	24,824	37,884	18,540	24,660	16,908	22,428	14,100	18,540	—	—	11,316	16,908	6	Y	1,156	40	10-24	Y	10	—	100%	10	—	N	—	—	—	—	50	20	62	Y	Y
N.D. State Police	30,500	32,500	22,824	26,400	21,732	22,824	19,704	20,712	—	—	13,344	18,780	9	N	102	40	12-24	Y	9	0	100%	12	1,000	N	45%	56¼%	63¾%	71¼%	55	15	60	—	—
Ore. State Police	31,992	43,428	24,852	31,752	22,548	28,800	20,412	24,852	18,540	23,688	14,508	22,548	10	N	937	40	12-24	Y	10	$150	100%	12	30,000	N	27%	33¾%	40½%	47¼%	55	—	60	Y	N
Pa. State Police	—	45,000	27,000	30,000	23,300	26,600	21,260	24,244	—	—	13,457	21,114	25	Y	3,600	40	15-25	Y	14	$300	100%	15	—	Y	40%	50%	60%	70%	50	25	60	Y	Y
R.I. State Police	40,520	48,624	27,793	33,351	20,795	29,944	18,698	26,925	15,570	21,924	12,975	21,924	21	Y	168	44	21-28	Y	9	$400	100%	100%	—	N	50%	65%	—	—	38	20	—	N	Y
S.C. State Patrol	25,444	36,342	17,877	25,601	15,892	22,525	14,128	20,025	—	—	11,166	17,117	7	Y	811	40	15-30	N	12	0	100%	15	—	N	40%	44%	52%	61%	—	30	70	N	Y
Tenn. State Police	46,524	46,524	17,100	24,732	15,112	18,840	12,060	16,356	13,536	17,568	10,620	14,676	8	Y	775	45	12-24	Y	10	0	60%	12	—	—	45%	56¼%	67½%	75%	50	25	55	N	Y
Utah State Patrol	26,676	38,940	18,516	27,012	16,680	24,348	14,772	21,588	—	—	12,432	19,392	15	N	431	40	12-18	Y	12	$480	100%	12	—	Y	40%	50%	55%	60%	50	25	62	N	Y
Va. State Police	37,000	—	—	—	17,150	24,500	15,000	21,400	12,528	17,900	11,472	16,400	7½	N	1,056	40	12-21	Y	11	100%	100%	15	—	N	—	—	54%	61%	55	30	60	N	Y
Wash. State Patrol	—	47,500	29,004	31,416	25,692	28,416	22,752	25,176	22,752	25,176	16,452	22,308	20	N	806	40	12-22	N	11	0	100%	12	5,000	Y	40%	50%	60%	70%	55	25	60	N	N
Wisc. State Police	28,463	39,747	20,164	28,228	17,051	23,872	15,718	21,701	—	—	13,300	19,048	—	Y	375	40	10-25	Y	10½	100%	90%	13	—	Y	36%	45%	54%	63%	55	—	—	Y	Y
Wyo. State Patrol	29,700	39,792	21,024	28,188	18,567	24,876	16,008	21,456	—	—	14,148	18,960	7	Y	147	40	12-24	Y	9	100%	100%	12	—	N	—	50%	50%	50%	50	—	55	Y	N

MISCELLANEOUS

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Arlington Co. Police, Va.	35,106	47,000	26,230	35,106	21,725	29,030	18,800	25,107	15,645	20,964	14,896	19,019	7	Y	282	40	13-26	N	9	$450	95%	13	—	Y	—	—	—	—	50	20	—	Y	N
Athens Co., Ga.	22,776	29,037	13,978	17,826	13,312	16,972	11,482	14,664	10,421	13,312	9,922	12,667	3	N	53	40	10	N	6	—	—	12	—	N	30%	35%	40%	45%	55	10	—	N	N
Baltimore Co. Md.	31,928	38,002	18,445	23,243	16,823	21,182	15,371	19,291	13,158	16,400	12,838	16,080	5	Y	866	40	5-20	Y	—	$250	90%	15	—	Y	40%	46%	52%	58%	50	20	70	Y	N
Balto. Co. Sheriff, Md.	18,176	22,835	15,745	19,999	14,325	18,176	13,111	16,488	—	—	11,995	15,035	5	Y	28	35	12-15	Y	9	0	90%	15	—	Y	36%	45%	54½%	64%	60	20	70	Y	N
Balto. Fed. Police, Md.	34,713	45,126	18,760	24,385	15,423	20,049	13,925	18,101	13,925	18,101	11,243	14,618	10	Y	100	40	15	Y	9	0	80%	13	10,000	Y	—	—	60%	—	55	30	70	Y	N
Balto. Sheriff, Md.	25,000	—	16,901	22,200	13,534	17,764	—	—	—	—	11,200	15,300	5	N	—	40	14-28	Y	14	0	100%	18	—	Y	—	—	—	—	60	30	70	N	N
Brookdale Col., N.J.	—	—	—	20,000	12,000	18,000	11,000	13,460	11,000	13,460	10,000	13,650	6	N	14	40	10-20	Y	11	$200	100%	15	—	N	—	—	—	—	60	25	70	N	N
Charles Co. Sher., Md.	—	22,000	19,889	26,124	18,501	24,305	16,009	21,032	—	—	12,682	16,660	7	N	79	40	12-18	Y	7	$225	50%	15	10,000	N	50%	60%	70%	—	41	20	—	Y	Y
Col. of Med. Campus Police, N.J.	24,930	33,658	18,602	25,115	16,068	21,694	13,879	18,740	—	—	11,418	15,416	3½	N	36	40	15-25	Y	13	100%	100%	15	10,000	N	—	85%	97%	—	42	25	70	Y	N
DeKalb Co., Ga	27,552	36,948	16,896	22,656	15,324	20,544	13,236	17,736	10,884	16,092	10,884	16,092	7	Y	378	40	10-25	N	10	—	100%	12	18,000	N	10%	50%	55%	60%	55	25	—	N	N
Del. River Port Auth.	—	35,000	—	27,454	—	22,973	—	21,311	—	—	16,807	17,860	1	N	141	42	5-25	Y	15	0	100%	15	18,000	N	40%	50%	60%	70%	—	10	65	N	Y
DuBois Co. Sher., Ind.	—	15,200	—	—	—	13,135	—	12,266	—	—	—	11,750	—	N	5	48	14	N	0	100%	100%	0	0	N	—	—	—	—	55	10	—	N	Y
Fed. Police, San Bruno, Calif.	13,014	16,920	—	—	—	—	10,507	13,657	—	—	9,391	12,208	19	Y	6	40	20-26	Y	9	$129	—	13	0	Y	—	—	—	—	50	20	70	Y	N
Fed. Police, WPAFB, Ohio	24,703	32,110	18,760	24,385	17,035	22,147	15,423	20,049	17,035	22,147	11,243	14,618	20	N	150	40	13-26	Y	9	$120	50%	13	0	Y	—	—	50%	60%	55	30	—	Y	N
Ferguson Col., Mo.	13,590	21,641	—	—	10,879	17,345	—	—	—	—	7,850	15,550	—	N	11	40	30-60	Y	11	0	—	12	—	N	—	—	—	—	—	—	—	Y	Y
Grand Island Sher., Neb.	—	—	—	—	13,800	14,400	13,200	13,800	13,200	13,200	12,300	13,200	½	N	14	40	5-12	Y	11	$360	100%	10	15,000	Y	—	—	—	—	—	—	—	N	Y
Hilo Co., HI.	27,360	33,300	18,648	27,504	17,160	25,176	15,828	23,076	15,828	23,076	14,040	20,280	9	N	230	40	21	Y	13	0	50%	21	11,250	Y	50%	62½%	75%	80%	—	25	70	Y	Y
Hudson Co. Cor., N.J.	—	—	16,885	—	—	—	15,554	—	—	—	9,400	14,100	—	Y	95	40	10-25	Y	13	$300	100%	15	3,000	Y	50%	—	—	—	60	20	—	N	Y
Jacksonville Sher., Fla.	23,000	29,500	23,511	26,561	20,448	23,096	17,832	20,112	12,804	17,496	12,804	17,476	20	Y	890	40	20-35	Y	10	$300	100%	—	10,000	Y	50%	50%	60%	—	50	25	65	N	N
Jefferson Co. Sher., Ala.	25,376	33,987	21,923	29,369	18,033	24,148	15,600	20,883	15,600	20,883	13,457	18,033	4½	Y	395	40	12-24	Y	10	$240	100%	12	—	Y	—	—	60%	70%	55	30	—	N	Y
Mahoning Co. Sher., Ohio	21,008	—	17,561	—	15,967	—	13,176	—	—	—	11,981	13,176	2	N	43	40	10	Y	10	$200	100%	15	1,000	N	34%	42½%	60%	70%	60	5	70	N	N
Jefferson Co., Ky.	40,076	—	26,906	—	20,716	22,494	18,774	20,489	—	—	13,079	18,065	20	Y	453	40	12-24	Y	10	$425	100%	—	5,000	Y	43%	54%	64%	75%	50	25	55	N	Y
Nashville Co., Tenn.	21,780	32,184	15,876	21,264	14,496	19,416	13,188	17,688	11,988	16,092	10,896	15,324	6½	Y	928	40	20	N	10	$200	75%	12	—	Y	—	50%	52½%	55%	55	25	60	Y	Y
Orange Co. Sher., Fla.	30,784	—	21,881	22,984	19,822	20,841	17,097	17,950	12,729	16,244	12,729	16,244	5	N	370	40	12-20	Y	9	0	50%	12	—	N	40%	50%	60%	75%	55	10	—	N	N
Phila. Conrail Police, Pa.	30,000	39,000	22,700	34,000	—	24,000	—	22,300	—	—	15,500	21,000	2	N	148	40	5-25	Y	10	—	100%	12	10,000	N	—	—	—	—	60	10	—	N	N
Pa. Liquor Control	—	—	—	—	—	—	—	—	—	—	13,100	20,600	—	N	—	40	15	N	13	0	100%	15	—	Y	50%	—	80%	—	50	10	65	N	—
Riley Co., Kan.	—	—	16,795	19,966	14,184	16,795	12,488	14,797	—	—	11,041	13,039	4	Y	66	40	12-18	Y	8	—	100%	12	—	N	40%	50%	60%	66%	55	20	—	N	Y
Riverside, Sher. Ca.	29,724	36,900	24,960	31,092	22,584	28,116	19,320	24,084	16,740	20,868	15,408	19,224	4	N	450	40	14-28	Y	12	—	50%	13	—	N	—	—	—	—	50	20	60	N	N
St. Charles Co. Sher., Mo.	25,000	25,000	15,192	15,192	13,764	13,764	13,104	13,104	10,308	13,104	10,308	11,616	7	N	68	40	5-20	N	4	$300	100%	12	0	N	—	—	—	—	60	—	—	N	Y
St. Joseph Co., Ind.	16,892	17,427	15,822	15,822	15,221	15,221	14,702	14,702	—	—	12,287	13,790	10	Y	108	40	7-35	N	12	$375	70%	15	15,000	N	50%	—	—	—	55	20	65	N	Y
St. Louis Co., Mo.	34,089	45,679	22,524	30,185	18,079	24,226	16,008	21,453	14,165	19,458	14,165	19,458	12	Y	554	40	10-25	Y	10	—	100%	13	—	N	24%	29%	35%	41%	60	10	65	Y	Y

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN			Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation(Y)Yes(N)No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (*) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Reg. Pension	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay(Y)Yes(N)No	Residency Requirement(Y)Yes(N)No
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	Years from Min. to Max.												After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service					
Miscellaneous (Continued)																																	
St. Louis Co., Police & Fire Dept., Mo.	—	25,000	18,504	23,604	15,996	21,420	15,228	20,400	13,812	17,628	13,812	17,628	5	N	30	56	—	Y	9	$300	100%	—	10,000	N	—	—	—	—	—	10	—	N	N
Stanton Sher., Mich.	—	—	—	—	17,750	17,750	17,056	17,056	17,056	17,056	13,244	16,362	4	N	28	40	7-21	Y	10½	0	50%	13	10,000	N	—	—	—	—	60	10	70	Y	N
Univ. of Del. Police	—	—	15,123	24,574	13,459	21,871	11,488	20,106	11,978	19,465	10,700	11,600	1	N	51	40	12-22	Y	9½	0	100%	18	—	N	—	—	—	—	—	—	70	Y	N
Univ. of Pittsburgh Police, Pa.	28,000	—	—	—	19,000	—	16,000	—	16,500	—	11,960	12,480	1	N	75	40	7-35	Y	8	$250	100%	6	10,000	N	—	—	—	—	62	—	65	N	N
U.S. Postal Police, Ill.	—	—	19,500	25,500	18,000	21,500	17,500	20,000	—	—	13,000	19,800	8	Y	300	40	15-26	Y	9	$170	—	13	10,000	Y	—	—	66%	75%	55	30	—	Y	Y
Valparaiso Co., Ind.	18,105	—	17,500	—	17,100	—	16,600	—	16,300	—	13,570	16,000	3	N	35	44	14-21	N	13	—	100%	90	15,000	Y	50%	50%	50%	50%	65	20	65	N	Y
V.A. Police, Dayton, Ohio	—	—	13,925	17,837	12,531	16,293	—	—	—	—	10,049	14,618	30	N	21	40	30	Y	12	$125	100%	13	—	Y	—	—	—	—	55	30	—	Y	N
Welch Sher., W. Va.	—	16,200	—	—	—	—	—	—	—	—	—	15,200	—	Y	17	42	14-30	Y	—	100%	100%	18	0	Y	—	—	—	—	55	10	65	N	Y
Wellston Co., Mo.	—	17,000	—	12,721	—	—	—	11,827	—	—	—	11,147	—	N	21	40	10-15	N	12	$200	100%	12	10,000	N	—	—	—	—	—	—	—	N	N

WE ARE grateful to all those who assisted us in the compilation of the statistics in this survey. We hope that the information contained herein proves useful to you, and we invite your comments.

If you should desire any information concerning our Order, you can obtain it by writing to any of our National Officers, who are listed on the back cover, in care of the Police Department of their community.

Fraternally yours,

William R. Bannister

National Secretary

NATIONAL HEADQUARTERS • G-3136 W. PASADENA AVENUE • FLINT, MICHIGAN 48504 • PHONE: (313) 732-6330

FRATERNAL ORDER OF POLICE

The Only National *Police Organization*

FOUNDED MAY 14, 1915
IN PITTSBURGH, PA.

CHARTERED IN PENNSYLVANIA
NOVEMBER 17, 1915

PREAMBLE TO THE CONSTITUTION

We, the police officers of the United States and of the several states and political subdivisions thereof, as Representatives and Delegates of State and Subordinate Lodges, do hereby associate the Lodges we represent and the members thereof together for the following purposes:

To support and defend the Constitution of the United States; to inculcate loyalty and allegiance to the United States of America; to promote and foster the enforcement of law and order; to improve the individual proficiency of our members in the performance of their duties; to encourage social, charitable and educational activities among policemen; to advocate and strive for uniform application of the civil service merit system for appointment and promotion; to create a tradition of esprit de corps insuring fidelity to duty under all conditions and circumstances; to cultivate a spirit of fraternalism and mutual helpfulness among our members and the people we serve; to increase the efficiency of the police profession and thus more firmly to establish the confidence of the public in the service dedicated to the protection of life and property.

ARTICLE II — SECTION 2 OF THE CONSTITUTION

The Fraternal Order of Police is strictly non-sectarian, and shall have no affiliation, directly or indirectly, with any labor union, congress, federation or committee of like nature, or political action committee, or similar organization by whatever name known.

The Fraternal Order of Police shall not strike or by concerted action cause a cessation of the performance of the Police duties, or induce other members or lodges to do likewise. The penalty for such action by any member, or subordiate lodge, shall be immediate expulsion from the Fraternal Order of Police.

President
JOHN DINEEN
Chicago, Illinois

Past President
ROBERT H. (PAT) STARK
Indianapolis, Indiana

Past President
JACK DUDEK
Shaker Heights, Ohio

Past President
JOHN J. HARRINGTON
Chalfont, Pennsylvania

Vice President
RICHARD H. WITT
Miami, Florida

Secretary
WILLIAM R. BANNISTER
Flint, Michigan

Treasurer
RICHARD BOYD
McLoud, Oklahoma

Conductor
JAMES R. WHALEY
Millsboro, Delaware

Guard
E. A. "TONY" MOHATT
Omaha, Nebraska

FRATERNAL ORDER OF POLICE

National Headquarters
G-3136 W. PASADENA AVENUE
FLINT, MICHIGAN 48504

Board of Trustees

DAVID F. GREEN
Chairman
Sioux Falls, South Dakota
MARION B. (BARNEY) HARDING
Auburn, Alabama
THOMAS L. ENNIS
Phoenix, Arizona
M. L. (BUD) RICHARDSON
Northridge, California
GEORGE GETTY
Newark, Delaware
CHARLES A. SALERNO
Tallahassee, Florida
LARIS STEPHENS JOHNSON
Columbus, Georgia
GERALD (JERRY) GORSKI
Geneva, Illinois
WILLIAM L. CALLAHAN
Indianapolis, Indiana
ROY A. WILTROUT
Kansas City, Kansas
BOBBY J. COMBS
Lexington, Kentucky
ROBERT E. LAMPARD
New Orleans, Louisiana
HOWARD W. KINPORTS, JR.
Oxon Hill, Maryland
RILEY HOLLAND
Augusta, Michigan
JAMES (JAMIE) E. BUSH
Laurel, Mississippi
VERNON D. WILSON
Kansas City, Missouri
PETER A. PERALES
Omaha, Nebraska
JOSEPH T. CASSIDY
Jersey City, New Jersey
GILBERT G. GALLEGOS
Albuquerque, New Mexico
ROBERT LUCENTE
Levittown, New York
HOWARD E. BROWN
Statesville, North Carolina
DEWEY R. STOKES
Galloway, Ohio
CHARLIE A. OWEN
Oklahoma City, Oklahoma
EDWARD J. GODDARD
Gilbertsville, Pennsylvania
RAYMOND C. PEZZULLO
Providence, Rhode Island
JAMES R. LONGO
Pendleton, South Carolina
JERRY W. ATNIP
Nashville, Tennessee
CHARLES SCELLATO
Norfolk, Virginia
ROBERT (BOB) P. MICHAELS
Wheeling, West Virginia
ANTHONY J. MORRIS, FEDERAL LODGES
Arlington, Virginia

WALDMAN GRAPHICS, INC., PHILA., PA.