

Table 1.69

Entrance and maximum salaries, and mean number of years to reach maximum salary, for police officers in cities with populations of 10,000 or more

By population group, geographic division, and metro status, United States, as of Jan. 1, 2003

	Entrance salary					Maximum salary					Number of years to reach maximum	
	Number of cities reporting	Mean	First quartile	Median	Third quartile	Number of cities reporting	Mean	First quartile	Median	Third quartile	Number of cities reporting	Mean
Total, all cities	1,458	\$35,162	\$29,348	\$34,738	\$39,776	1,419	\$48,733	\$40,662	\$48,024	\$56,043	1,195	7
<u>Population group</u>												
Over 1,000,000	6	37,991	35,064	36,552	38,896	6	55,317	47,894	55,556	59,341	4	9
500,000 to 1,000,000	7	38,763	33,037	37,608	40,763	6	64,746	57,444	59,138	72,988	5	8
250,000 to 499,999	20	40,270	34,860	38,658	41,000	20	54,714	51,025	52,140	59,055	18	9
100,000 to 249,999	94	39,448	31,528	38,680	44,078	92	55,554	47,093	56,260	60,848	80	8
50,000 to 99,999	187	38,317	32,256	37,585	43,218	183	52,371	44,408	52,800	59,574	158	7
25,000 to 49,999	357	36,069	30,330	35,859	39,978	347	49,633	42,185	48,540	56,114	292	7
10,000 to 24,999	787	33,305	27,804	32,993	38,206	765	46,301	38,100	45,905	53,560	638	7
<u>Geographic division</u>												
New England	108	35,803	32,954	35,960	38,439	106	44,853	40,442	44,110	47,975	100	6
Mid-Atlantic	167	36,801	31,732	36,492	40,320	165	59,598	49,837	58,878	68,775	166	6
East North Central	291	36,674	33,030	36,941	40,288	285	49,177	42,512	50,148	55,450	272	6
West North Central	140	32,517	27,629	32,706	37,106	137	44,671	37,740	45,799	52,856	114	7
South Atlantic	215	29,518	26,098	28,929	32,354	205	45,107	38,959	44,075	50,398	103	12
East South Central	58	26,289	23,678	25,250	28,232	54	36,497	29,652	34,526	39,560	42	10
West South Central	167	29,838	24,888	29,120	35,201	159	39,658	31,813	37,877	48,179	127	8
Mountain	95	33,878	30,296	34,200	38,400	93	47,753	43,128	46,980	55,152	73	9
Pacific Coast	217	45,880	38,847	45,144	50,000	215	57,976	51,295	58,092	63,050	198	5
<u>Metro status</u>												
Central	271	34,494	28,894	33,526	38,718	264	48,207	41,728	47,247	54,058	213	8
Suburban	876	37,367	31,902	37,135	41,496	852	52,296	45,236	52,168	58,625	734	6
Independent	311	29,533	25,184	28,644	33,998	303	39,174	33,690	38,635	44,432	248	8

Note: See Note, table 1.64. The "entrance salary" refers to the annual salary paid during the first 12 months of employment with the department as a sworn police officer (excluding uniform allowance, holiday pay, hazard pay, or other additional compensation). The "maximum salary" refers to the highest annual salary paid to uniformed personnel who do not hold any promotional rank (excluding uniform allowance, holiday pay, hazard pay, or any other additional compensation). The mean is calculated by dividing the total number of salaries into the total amount paid in salaries. The median is the salary that marks the point below which and above which 50% of all the salaries fall. When there is an even number of observations, the mean of the two middle observations is reported. The first quartile salary is the salary below which 25% of all salaries fall; the third quartile salary is the salary below which 75% of all the salaries fall. For definitions of terms, a list of States in regions, and detail of survey response rates, see Appendix 2.

Source: Evelina R. Moulder, "Police and Fire Personnel, Salaries, and Expenditures for 2003," in *The Municipal Year Book 2004* (Washington, DC: International City/County Management Association, 2004), p. 126, Table 3/5. Reprinted by permission.