

Policing in America

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Today's Police Forces

- 18,000 police agencies in U.S.
- Nearly 700,000 police officers
- Nearly half of all local police departments have fewer than 10 officers.
- Three in four of the departments have no more than two dozen officers.
- And 9 in 10 employ fewer than 50 sworn officers.

Quasi-Military Organizations

- The larger the department, the more militaristic/bureaucratic it is likely to be. Higher crime rates, more calls for service.
- Small departments often more public-focused (and more accountable to citizens/city leaders, etc). They deal with less crime.
- Overall, police officers only spend 10-20% of their time “fighting crime.”

Demographics

- 17.7% of all Police Officers are women, while **78.8%** are **men**.
- The average age of an employed Police Officer is **40** years old.
- The most common ethnicity of Police Officers is White (64.9%), followed by Hispanic or Latino (16.8%) and Black or African American (12.1%).

Education Matters

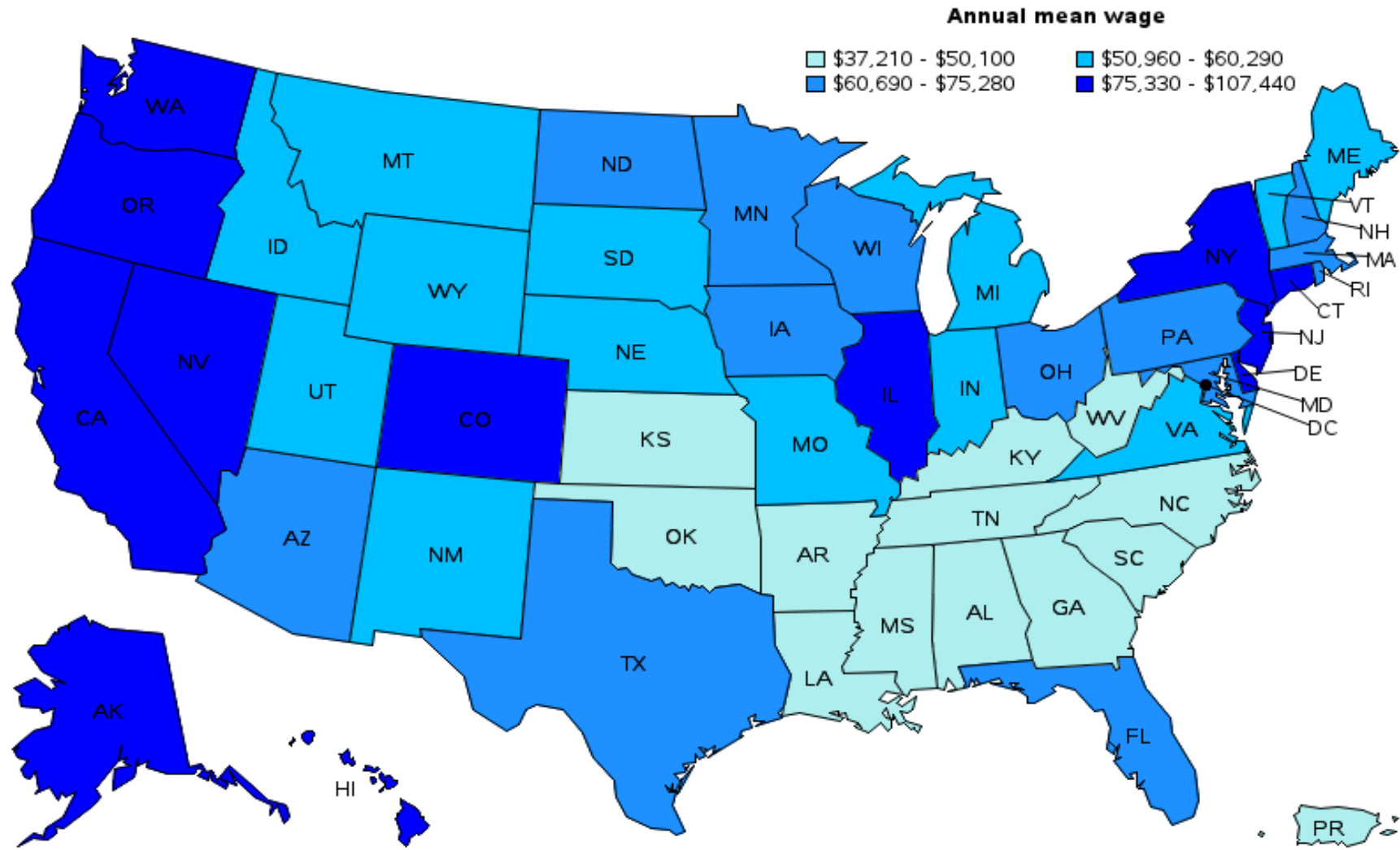
- Most agencies require high school diploma or GED
- Some require two years of college
- A few (5%, maybe) require a four-year college degree
- Many provide educational incentives for college degree

- Why does education matter?

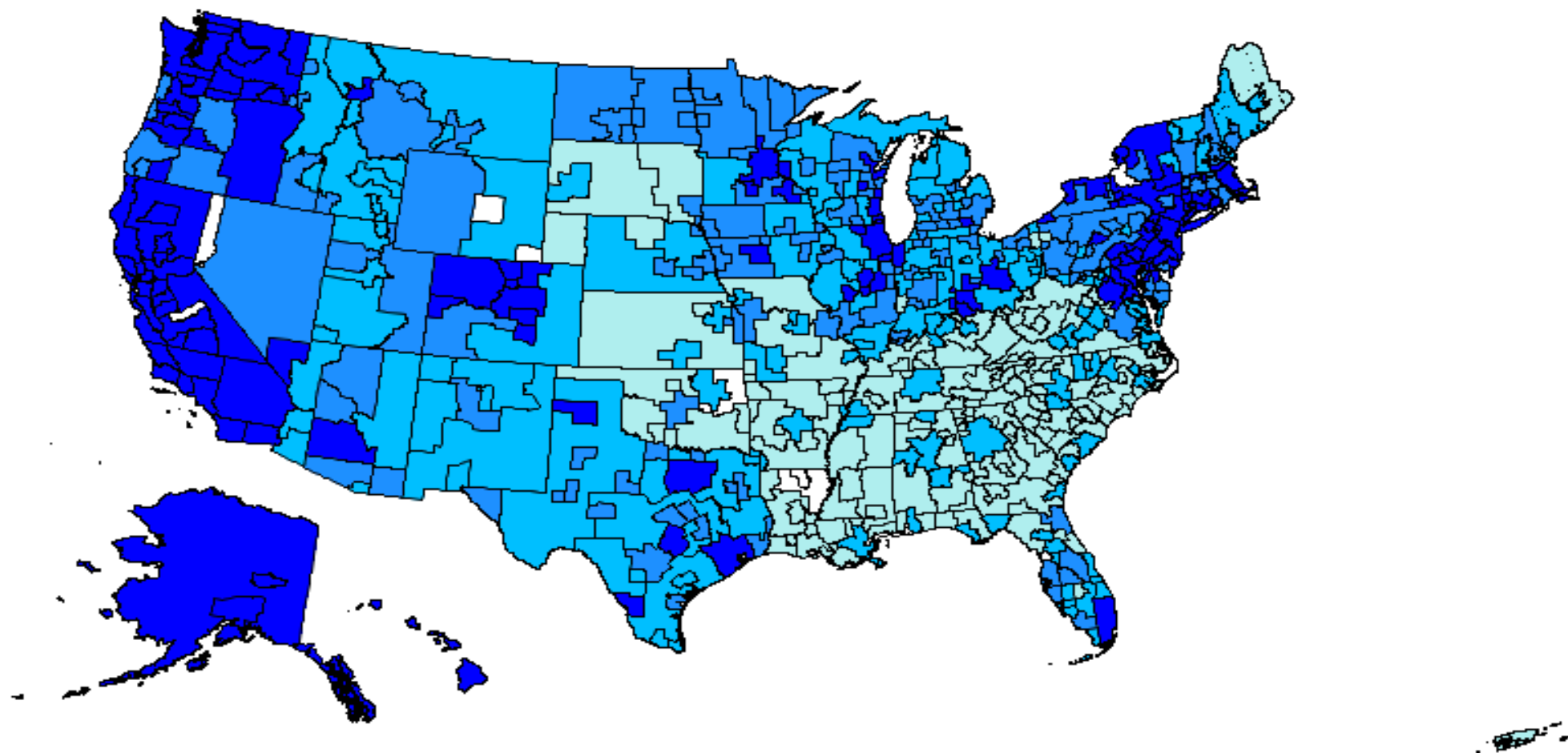
Recruiting is Difficult

- Perception of police means fewer applicants
- Cities offering signing bonuses
- Websites advertise quality of life (Portland)
- Overtime
- Moving allowance
- Gym memberships

Annual mean wage of police and sheriff's patrol officers, by state, May 2020



Annual mean wage of police and sheriff's patrol officers, by area, May 2020



Annual mean wage

□ \$18,980 - \$47,600	□ \$47,630 - \$56,960
□ \$57,110 - \$67,650	□ \$67,700 - \$131,090

Blank areas indicate data not available.

Nashville Metro Police

Officer Pay Rates by Classification and Time Period					
Officer Classification	Hourly	Pay Period (92.08 Hours)	Annually	Associates Degree Incentive (3%)	Bachelors Degree Incentive (6%)
Police Officer Trainee (24 Weeks in Training Academy)	19.50	1,796.03	43,104.93	not applicable	not applicable
Police Officer 1 (6 Months with Field Training Officer)	21.67	1,995.77	47,898.58	49,335.53	50,772.49
Police Officer 2 Step 5	29.08	2,677.90	64,269.65	66,197.74	68,125.83
Police Officer 2 Step 10	33.35	3,071.68	73,720.32	75,931.93	78,143.54

Police Department	Officers per 10K Population	Officers	Total Employees per 10K Population	Total Employees
New York, New York	42.3	36,228	60.0	51,399
Los Angeles, California	24.6	9,850	31.7	12,692
Chicago, Illinois	43.9	11,954	48.2	13,135
Houston, Texas	22.2	5,182	28.4	6,632
Las Vegas Metropolitan Police, Nevada	20.9	3,326	30.5	4,855
Phoenix, Arizona	17.4	2,762	23.4	3,706
Philadelphia, Pennsylvania	40.2	6,313	50.9	7,995
Nashville Metropolitan, Tennessee	20.9	1,398	25.5	1,708

Police Shootings Database

- <https://www.washingtonpost.com/graphics/investigations/police-shootings-database/>

Sir Robert Peel

In 1829, Sir Robert Peel established the London Metropolitan Police Force. He became known as the “Father of Modern Policing,” and his commissioners established a list of policing principles that remain as crucial and urgent today as they were two centuries ago.

American policing is patterned after the British system (except we have more guns)



- The first thousand of Peel's police, dressed in blue tail-coats and top hats, began to patrol the streets of London on 29th September 1829. The uniform was carefully selected to make the 'Peelers' look more like ordinary citizens, rather than a red-coated soldier with a helmet.
- The 'Peelers' were issued with a wooden truncheon carried in a long pocket in the tail of their coat, a pair of handcuffs and a wooden rattle to raise the alarm. By the 1880s this rattle had been replaced by a whistle.

Peelers

- To be a 'Peeler' the rules were quite strict. You had to be aged 20 – 27, at least 5' 7" tall (or as near as possible), fit, literate and have no history of any wrong-doings.
- These men became the model for the creation of all the provincial forces; at first in the London Boroughs, and then into the counties and towns, after the passing of the County Police Act in 1839.
- Early Victorian police worked seven days a week, with only five days unpaid holiday a year for which they received the grand sum of £1 per week. Their lives were strictly controlled; they were not allowed to vote in elections and required permission to get married and even to share a meal with a civilian. To allay the public's suspicion of being spied upon, officers were required to wear their uniforms both on and off duty.

England's Bobbies



Peelian Principles

1 - *“The basic mission for which the police exist is to prevent crime and disorder.”*

2 - *“The ability of the police to perform their duties is dependent upon public approval of police actions.”*

3 - *“Police must secure the willing co-operation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.”*

4 - *“The degree of co-operation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.”*

Peelian Reforms, cont'd

5 - *“Police seek and preserve public favour not by catering to the public opinion but by constantly demonstrating absolute impartial service to the law.”*

6 - *“Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.”*

7 - *“Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.”*

8 - *“Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.”*

9 - *“The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.”*

U.S. Policing

- The United States inherited England's Anglo-Saxon common law and its system of social obligation, sheriffs, constables, watchmen, and stipendiary justice.
- As both societies became less rural and agrarian and more urban and industrialized, crime, riots, and other public disturbances became more common.
- Yet Americans, like the English, were wary of creating standing police forces. Among the first public police forces established were the watchmen organized in Boston in 1631 and in New York in 1647.
- Although watchmen were paid a fee in both Boston and New York, most officers in colonial America did not receive a salary but were paid by private citizens, as were their English counterparts.

August Vollmer

- He was born to immigrant parents from Germany in New Orleans in 1876. His father died when he was young, and his mother eventually moved the family to San Francisco and then Berkeley. Eventually, “Gus” opened a feed store in Berkeley with a partner and, before he was 20, helped organize the North Berkeley Fire Department.
- When war broke out against Spain, Vollmer enlisted as a volunteer and was involved in the taking of Manila, followed by 25 combat engagements. He returned home a war hero and was given a political patronage job as a letter carrier in Berkeley.
- On his mail route one day, he stopped a construction flatcar from colliding with a commuter train on Shattuck Avenue. His heroics led to Vollmer being asked to run for town marshal. He was elected in 1905 by a landslide, but had only a little experience to help him on the job. He became Berkeley’s first police chief in 1909, when it adopted its city charter. Vollmer became determined to figure out how to be effective in his new role.



Vollmer had only a few years formal education

- Vollmer had a thirst for knowledge and educated himself by seeking out professors and books at UC Berkeley. He approached Jacques Loeb, a German physiologist and biologist on campus who gave him a copy of Hans Gross's *Criminal Psychology*.
- Vollmer took to it immediately and, after finishing it, returned to Loeb for more. That necessitated a trip to the university library, where Vollmer found dozens of new sources.

Lexow Commission

- During the beginning of the 20th century, police departments were often used as an instrument of intimidation and to regulate opposing political views and parties.
- In 1894, New York State Senator Clarence Lexow chairs a commission (The Lexow Commission) to investigate police corruption in New York City.
- Uncovered the following: counterfeiting, bribery, graft, tampering with public elections, and extortion.

- He became such an authority figure on police knowledge and education that he started publishing articles in magazines and journals related to policing and was sought out by many people.
- He also had an engaging personality, and later, after a visit to Chicago with some University of Chicago faculty members, he was invited to teach as a professor there, and he did in 1929.
- A similar arrangement was made for him to teach at UC Berkeley, where, in 1932, President Gordon Sproul appointed him a professor with tenure. He taught full-time until 1937, co-authored two books and wrote another one solo. He taught on a class-by-class basis through World War II.

August Vollmer, 1905, Town Marshal



- Before Vollmer, the local marshal's office was essentially a small group that collected graft from illicit operations such as gambling establishments and opium dens.
- Vollmer was a humanitarian. He treated those he arrested with kindness. He often shared a drink with those being released from jail, and he always made sure they left with a full breakfast, knowing it might be their last full meal for days.
- Many prisoners often came to Berkeley to visit him upon their release from San Quentin or elsewhere. Again, he treated them with respect.

Vollmer's contributions

- Valued education – hired Berkeley students as police officers
- Put officers on bike patrols
- Hired Spanish-American war veterans to deal with influx of people who fled San Francisco after 1906 earthquake
- Hired one of nation's first African American police officers
- Started criminology department at UC Berkeley
- Against death penalty
- Saw drugs as problem to be solved, not a crime
- Led national movement to professionalize police

Law Enforcement Code of Ethics (1957)

"As a law enforcement officer, my fundamental duty is to serve mankind - to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder, and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

Code of Ethics, cont'd

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement."

Origin of Policing

- <https://www.youtube.com/watch?v=eBvo2OE5kqM>

Black Lives Matter v. Blue Lives Matter

What is Black Lives Matter? Why does it exist?

<https://blacklivesmatter.com/about/>

•What is Blue Lives Matter?

<https://www.facebook.com/bluematters/>

Next Week – Inherent Bias
and Important Case Law