

ANNUAL REPORT OF
THE BOARD OF POLICE EXAMINERS

FOR THE YEAR ENDED DECEMBER 31, 1925

BALTIMORE, Md., January 2, 1926.

*To His Excellency,
Albert C. Ritchie,
Governor of Maryland.*

SIR:

The annual report of the Board of Police Examiners for the year ended December 31, 1925, is herewith respectfully submitted.

On August 14th, 1925, the Board suffered the loss of its President, when John T. Doyle was called to his eternal reward by the Creator. Your Excellency appointed Mr. Vincent L. Palmisano to fill the vacancy caused by the death of Mr. Doyle and a week later, the Board met and re-organized by electing Dr. Frederick H. Vinup, senior majority member, its President.

During the year the Board has been vigilant to improve the system in determining the qualifications of all applicants for promotion.

In the report of the previous year, the Board advised you of the establishment of a system for efficiency ratings, which was adopted after a survey of systems used in the various Police Departments in cities throughout the United States as well as the United States Army. The Board now reports that this system has worked to great advantage and the Board desires further to report that the superior officers of the Department have cooperated in the fullest degree in making the efficiency reports all that was desired.

A questionnaire prepared by the Board and sent out for the superior officers to answer, was so arranged that the responsibility was placed entirely upon the superior officers to say, whether or not, in their opinion the candidates were fit for promotion. In the case of Patrolmen seeking promotion to the rank of Sergeant, the questionnaire was filled out by each of the three Sergeants under whom the candidates worked. These reports were approved or disapproved (and if disapproved the reason stated) by the three Lieutenants and the reports were then referred to the Captain for approval or disapproval. Thus, it was possible for the Board of Examiners to sit as a court with the testimony of seven superior officers in determining the efficiency of each candidate and his qualifications, from the viewpoint of efficiency, for promotion.