

In the case of a patrolman three reports are submitted. The first is from the sergeant directly in command of the applicant. This in turn is submitted to the lieutenants of the district and finally to the captain of the district. Each of these superiors must concur or disagree with the report submitted by his subordinate, and, if there is a difference of opinion regarding the patrolman concerned, the reason for such a disagreement must be stated.

Such a report contains quite a scope of desirable information:—the personal appearance of the applicant, his physical fitness, endurance, neatness, loyalty, intelligence, tact, ability to handle men, judgment and a general estimate of his qualifications.

In the case of a sergeant applying for promotion his efficiency report is submitted by the lieutenants, the captain and the inspector assigned to that particular district. In the case of a lieutenant a report is submitted by the captain of the district, the inspector assigned thereto, and the Chief Inspector.

Additional credit is given an officer who possesses qualifications that may be useful in cases of emergency, such as his ability to understand or speak one or more foreign language, the possession of a pilot's license, or other similar attainments.

The scope of the mental tests has also been intensified, and with the combination of these mental examinations and efficiency ratings the highest types of applicants are qualified for promotion.

We believe further that the high rating which the Police Department of Baltimore City receives so deservedly is in no small measure attributable to the care and manner in which the promotional examinations are conducted.

During the past year the Board, with the approval of Commissioner Gaither, availed itself of the Bertillon System of finger-printing all applicants, thereby eliminating undesirables and preventing substitution at examination time. Next year, also, the secretary to the Board will have a physician present to reject applicants who do not meet the requirements as to weight, height, physical fitness, etc., which procedure should insure a reduction in overhead expenses.

The Board is gratified to report that its financial affairs during the past year were conducted in a most economical manner, nearly twenty-five per cent (25%) of its appropriation for 1932 being returned to the City.