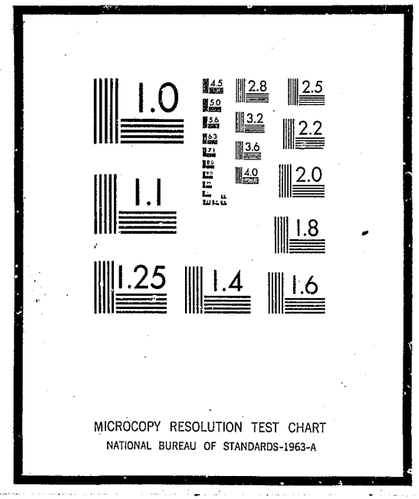

TEXAS DEPARTMENT OF PUBLIC SAFETY

A STUDY OF POLICE HEIGHT REQUIREMENTS

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ABSTRACT

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POLICE HEIGHT REQUIREMENTS: NECESSARY OR DISPENSIBLE?
Austin, Texas: Texas Department of Public Safety, April, 1974.

Objective of Study: To determine if the height of police officers is related to police performance. Factors considered are: (1) assaults on police officers; (2) injuries incurred by police officers; (3) citizens' complaints against police officers; and (4) motor vehicle equipment accidents by police officers.

Findings: There was found to be a relationship between the height of police officers and (1) assaults, (2) injuries, (3) complaints, and (4) motor vehicle accidents.

1. Officers under 70 inches tall are assaulted more than taller officers.

2. Officers under 70 inches tall have a greater probability of being injured.

3. Officers working the afternoon shift and on weekends have a greater probability of being assaulted than during other shifts and week days.

4. Officers less than 70 inches tall have more complaints than taller officers.

5. Officers less than 70 inches tall have more motor vehicle accidents than taller officers.

6. Seventy-five percent of the officers time is consumed in contact with the male offender.

7. Sixty-five percent of the officers time will be in contact with individuals 70 to 70.5 inches tall.

8. In terms of cost effectiveness, the officers less than 70 inches tall are more costly as a group.

9. The national norm for the average male adult in the civilian population in the United States between the ages of 25 to 34 is 69.1 inches in height.

10. The lowering of the minimum height requirements is incongrous from an anthropological point of view.

Recommendations: the Texas Department of Public Safety maintain its present minimal height requirement of 68 inches. The Department should not arbitrarily lower or raise its height requirements until research supports such a change. It is also recommended that the Texas Department of Corrections conduct or support empirical research for the purpose of determining what police height requirements should be.

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TABLE OF CONTENTS

CHAPTER I

INTRODUCTION

STATEMENT OF THE PROBLEM

This study was undertaken to determine if the height of a police officer is related to job performance. In order to determine if any relationship existed, a number of factors were examined. They were:

1. Assaults on police officers.
2. Injuries incurred by police officers.
3. Citizens' complaints against police officers.
4. Police motor equipment vehicle accidents by police officers.

SIGNIFICANCE OF PROBLEM

The problem is significant with regard to the following observations:

1. The minimum height requirement for law enforcement, which for so long has gone unchallenged, has recently become a major issue.

2. The problem stems from the fact that several groups of American minorities do not, on the average, meet those height requirements set forth by the vast majority of law enforcement agencies in the United States.

3. The Law Enforcement Assistance Administration (L.E.A.A.) of the United States Justice Department has seen fit to set guidelines for police height requirements. Their guidelines are, generally, unsupported by factual evidence.

PURPOSE OF THE STUDY

The purpose of this study were:

1. To conduct a nationwide sampling of police agencies and ascertain what studies and related data they may have that would support a minimum height requirement.

2. To assemble, identify, and evaluate this information to determine if any relationship existed between the height and police officer performance.

METHODOLOGY

To accomplish the stated purposes a typed inquiry was developed as the most expedient means of contacting a large number of police and related agencies. (A sample of the inquiry used is included in Appendix A.) From the original draft to the final product, the inquiry underwent extensive editing and re-writing. The inquiry was self explanatory to the purpose of the data being sought.

To assure that police agencies were adequately represented, all cities in the United States with populations in excess of 50,000 persons were chosen. A survey of cities having populations in excess of 50,000 persons published by the International Association of Chief of Police, Inc., was used for the selection of the cities to be contacted.

Each police and related agency was mailed the inquiry during the months of November and December of 1973. Some follow-up correspondence and contact of other related agencies was conducted by mail during January of 1974. The inquiries were addressed personally to the head of each agency. The National Directory of Law

Enforcement Administrators was used as the official directory for mailing the inquiries. The inquiries were typed individually on a Mag Card Selectric Typewriter and signed individually. Return envelopes and postage were not provided for the replies to the inquiry.

As each reply was received from the responding agency it was put in a folder with its name and contents entered on the file tab. The replies were filed in an alphabetical order in a numerical sequence. Each reply was analyzed as to its contents and recorded under a proper inscription.

Supporting data were also gleaned from the University of Texas facilities, the Texas Department of Corrections, the Texas Department of Public Safety, and other agencies. This data were also inserted in file folders with its title entered on the file tab and filed under a proper inscription.

The distribution of inquiries to; replies received from; and data provided by all agencies are shown in Appendixes B through E.

Response

There were 403 inquiries mailed to all agencies, of which 193 responded. From the 193 agencies who responded, there were 144 agencies who provided some form of data. The replies of the agencies contacted are shown in Table 1.

Finalization of Data

The assembled data were analyzed and evaluated. This analysis and evaluation provided the information for the findings of the study.

TABLE 1

REPLIES TO INQUIRY AND DATA PROVIDED

	Reply to Inquiry			Provided Data		
Agencies	Yes	No	Total	Yes	No	Total
State	34	14	48	27	7	34
City	145	192	337	106	39	145
Foreign	2	0	2	1	1	2
Other	12	4	16	10	2	12
TOTAL	193	210	403	144	49	193

Sources of Data

Information was gathered from numerous and various sources. The primary sources used in the study include:

1. Studies and related information concerning height from State Police agencies.
2. Studies and related information concerning height from City Police departments.
3. Studies of height concerning the military inductees of World Wars I, II, and the military youths of the years 1957 - 1958.
4. A study of the height of the United States general population, by the United States Department of Health, Education and Welfare.
5. A study of height of the United States dangerous fugitives, by the Federal Bureau of Investigation.
6. Height studies by the Anthropology Department of the University of Texas, at Austin, Texas.
7. A height study of the Texas adult-male-felons, by the Texas Department of Public Safety.
8. A height study of the Texas Department of Correction's inmates.
9. Books on police administration, organization, planning and selection concerning the necessity of height.
10. Court decisions related to height requirements.
11. Psychological authorities on height and height requirements.
12. Other sources including universities, foreign police

agencies, police foundations, training councils, commission on law enforcement officer standards and education, professional publications, and verbal inquiries.

CHAPTER II

REVIEW AND ANALYSIS OF RELATED LITERATURE

This survey and analysis of the literature relative to the height of police officers and police performance is presented below. To insure a more logical treatment, the literature was divided into four categories:

1. Studies and related data submitted by law enforcement agencies.
2. Supporting studies.
3. Court decisions relative to height requirement.
4. Psychological aspects of height.

The amount of published literature in relation of height to job performance of the police officer is very meager. The challenge by minorities, civil rights advocates, and legal constraints should be the signal for police administrators, public officials to conduct empirical studies concerning height requirements.

STUDIES AND RELATED STUDIES SUBMITTED BY LAW ENFORCEMENT AGENCIES.

Portland Study

The City Police Department of Portland, Oregon conducted a study to investigate various factors found to be associated with assaults against uniformed Patrolmen and Sergeants during the first 11 months of 1972. Emphasis of the study was directed to the height of the officer in view of recent legal and social constraints exerted upon the Police Department to lower its minimum height standard of 69 inches.

The Portland City Police Department is divided into uniformed areas East, North and Central Precincts each serving a geographical area of the city; and a Traffic Division which operates city-wide.

The daily schedule is divided into four shifts, but for the purpose of this study, afternoon and evening shifts were combined. The three shifts were: morning (8:00 a.m. to 4:00 p.m.), afternoon (4:00 p.m. to 12 midnight), and night (12:00 midnight to 8:00 a.m.).

A sample of one hundred non-assaulted officers was randomly selected from the Department personnel roster of all uniformed patrolmen and sergeants assigned to the precincts and Traffic Division. These officers were compared with assaulted officers. The intervals of height employed in the study were: 69-70.5 inches, 71-72.5 inches, 73-74.5 inches, and 75 inches or above.

The findings of the study indicated:

1. The number of assaults on officers in the lower height ranges of 69-70 inches were statistically greater.

2. There was a statistically significant tendency for officers on duty during the afternoon shift to be assaulted more often.

3. Eighty percent of all assaults occurred during the afternoon shift.

4. It is statistically signigicant for the officer on duty during the afternoon shift to be more seriously injured from assaults than during other shifts.

5. It is statistically significant for the medium and larger

weight officer to be more seriously injured in assaults against their person.

6. There is a slight tendency, not statistically significant, for taller officers to be assaulted by a more dangerous weapon.

In conclusion it was found that:

1. The average assaulted officer is about 71-1/4 inches tall, about one-fourth inch shorter than the average height of all officers. He weighs about 182 pounds, about seven pounds less than the average weight of his non-assaulted fellow officer. His tenure is about five years and 10 months as compared to his non-assaulted fellow officer of seven and one-half years.

2. The average assaulted officer is not much shorter than non-assaulted officers, but if he is from 69-70.5 inches tall, he is assaulted more often than he should be.

A final summary of the comparison of proportion of assaulted officers and assaults against officers within height ranges with proportion of the number of officers in the total group are found in TABLE 2.

The results of this analysis demonstrates that assaulted officers appear to possess a larger percentage of the lower height ranges than they should, although the chi square does not indicate that this tendency is significant.

In applying this analysis to the proportion of total assaults accounted for by these height ranges, the chi square does indicate that there is a very significant dependency of the proportion of assaults upon height range.

TABLE 2

COMPARISON OF PROPORTION OF ASSAULTED OFFICERS AND ASSAULTS AGAINST OFFICERS WITHIN HEIGHT RANGES WITH PROPORTION OF THE NUMBER OF OFFICERS IN TOTAL GROUP

	I	II	III	IV	V
Ht. Inches	% Assltd. Off.	% of All Off.	Diff. (I-II)	% of All Asslts.	Diff. (IV-II)
69 - 69 1/2	19	12.9	+6.1	15.2	+ 2.3
70 - 70 1/2	21	16.4	+4.6	30.4	+14.0
71 - 71 1/2	22	23.8	-1.8	16.6	- 7.2
72 - 72 1/2	17	20.3	-3.3	17.9	- 2.4
73 - 73 1/2	9	10.6	-1.6	6.8	- 3.8
74 - 74 1/2	9	10.4	-1.4	6.25	- 4.15
75 - 75 1/2	1	2.7	-1.7	3.3	+ .6
76 - 76 1/2	0	1.6	-1.6	0	- 1.6
77 - 77 1/2	2	1.4	+ .6	3.5	+ 2.1
		$X^2 = 8.20$ P = .40		$X^2 = 22.73$ P = .01 (significant)	

In simpler terms, height was not shown to be a factor in whether an officer is assaulted or not, but was shown to be a factor in how many times he was assaulted. If this seems perplexing, it should be remembered that an officer was considered assaulted whether he received one assault or twenty the past year. It is entirely possible that some assaults an officer received are entirely due to circumstances and have nothing to do with his height. On the other hand, if officers of particular height ranges seem to account for more than their share of assaults, that is, more than their proportion in the population of all officers, it follows that height would have something to do with the number of assaults. The number of assaulted officers in the lower height ranges (69-70.5 inches) for example, is not abnormal, but the number of assaults upon these officers is abnormal. In a concise summary, the officers in the lower height ranges are being assaulted more than they should be.

Seattle Study

The Seattle, Washington, study used the height of the officer in relation to injuries received from assaults during a thirty-month period from 1969-71, and the number of backing accidents occurring the first six months of 1971. The height range was from 69 to 78 inches. (Refer to Table 3)

The findings of the study were:

1. The occurrence of injuries from assaults was found to be statistically significant in relation to height at the .05 level. Particularly, the occurrence of injuries increases substantially for officers below the height of seventy inches.

TABLE 3

COMPUTATION OF CHI SQUARE
Officer Height v. OFFICER INJURY

I Cell	II O	III E	IV O - E	V $(O - E)^2$	VI $\frac{(O - E)^2}{E}$
1	108	126	-18	324	2.571
2	68	50	18	324	6.480
3	165	166	- 1	1	0.006
4	67	66	1	1	0.015
5	171	162	9	81	0.500
6	56	65	- 9	81	1.246
7	163	154	9	81	0.526
8	52	61	- 9	81	1.328
9	90	94	- 4	16	0.170
10	42	38	4	16	0.421
11	66	60	6	36	0.600
12	18	24	- 3	9	1.500
13	40	43	- 3	9	0.209
14	20	17	3	9	0.529
15	19	17	2	4	0.235
16	4	6	- 2	4	0.667

Critical X^2 at .05 level = 14.07
Critical X^2 at .02 level = 16.62

$E = 17.003 = X^2$
7 degrees of freedom

2. Officers in the 69 to 70 inches height range had fifty percent of all the backing accidents. The officers in the 71 to 72 inches height range had forty percent of the backing accidents. The 73 to 74 inches height range had ten percent of the backing accidents. Officers 75 inches and taller were not involved in any backing accidents.

3. It was concluded that this report would have a possible impact on the Law Enforcement and Fire Fighters Pension System.

Beaumont Study

The City of Beaumont, Texas submitted data for the year 1973 on the number of police vehicle equipment accidents. The height range was from 68 to 76 inches. There was an indication that more than one population was represented. (Refer to Table 4)

San Diego Study

The City Police Department of San Diego, California, conducted a study during the calendar years 1971 and 1972 to determine the efficacy of a minimum height requirement as a tool in the selection of uniformed police officers. Hoobler and McQueeney, authors of the study hypothesized that height is positively related to job performance. In order to test this assumption, height was compared with performance.

The performance factors are:

1. Activity of the officer
2. Arrests culminated
3. Assaults against policemen
4. Citizens' complaints

TABLE 4

HEIGHT COMPARED TO ACCIDENTS

Ht. Inches	I % of All Assaults	II % of All Officers	III Diff. (I-II)	IV $(I-II)^2$	$\frac{(I-II)^2}{II}$
68	9.9	5.0	+ 4.9	24.91	4.98
69	13.7	13.6	+ .1	.01	.01
70	17.6	24.8	- 7.2	51.84	2.09
71	23.5	18.6	+ 4.9	24.01	1.29
72	7.8	14.0	- 6.2	38.44	2.74
73	17.6	15.8	+ 1.8	3.24	.20
74	7.8	4.5	+ 3.3	10.89	2.42
75	.02	2.2	- 2.18	4.75	2.15
76	0.0	1.1	- 1.1	1.21	1.10

$X^2 = 16.98$
$P = .05$
(significant)

5. Injuries incurred by officers

6. Police Equipment Accidents

7. Sick Leave Usage

The San Diego Police Department currently employs 1,085 sworn officers, 83 of whom are under 69 inches tall. Only 78 of these were included in the study, the other five were hired too late to be included. There are 1,002 sworn officers 69 inches or taller. Of that number, 28 were hired too late to be included in the study.

For the purpose of this study officers were divided into two height ranges; those below 69 inches tall, and those 69 inches and above.

For the various analyses included in the study, 1,052 officers or less were utilized. Of this number, 210 were ranking officers and were not included in some of the analyses.

The findings of the analyses were:

1. The data concerning officer activity did not support a directional hypothesis that officers 69 inches or taller do more work than shorter officers.

2. In the traffic division there was a significant difference between average daily arrests with officers under 69 inches making significantly more arrests than officers who were 69 inches or taller.

3. Officers below 69 inches in height were assaulted more frequently than the taller officers. (Refer to Table 5) Officers working patrol and making arrests ran a higher risk of being assaulted more than others. Saturdays and Sundays were the

TABLE 5

HEIGHT v. ASSAULTS (PATROLMEN ONLY)

		Under 69"	69" or more	Total
Assaulted	Observed	9	61	70
	Expected	5.97	64.13	
Not Assaulted	Observed	46	540	586
	Expected	49.13	536.87	
Total		55	601	656

$X^2 = 2.04$
$P = .20$

most dangerous days for assaults. (Refer to Table 6) The risk of assaults upon the officer were greater between the hours of 4:00 p.m. and 4:00 a.m. (Refer to Table 7)

4. The officers under 69 inches of height were complained against significantly more often than the taller officers were. (Refer to Table 8)

5. Injuries were incurred significantly more by the less than 69 inch group than the 69 inch group and taller. (Refer to Table 9) The less than 69 inch group cost the city an average of 175.07 man days and $9,047.90 because of injuries, while the 69 inch and over group cost the city an average of 126.5 man days and $8,862.90 because of injuries.

6. Shorter officers, as a group, have significantly more police equipment vehicle accidents than taller officers. (Refer to Table 10)

7. No apparent relationship was found between height and sick leave usage.

In summary it was found that:

1. There are significant differences between shorter officers (less than 69 inches tall) and taller officers (69 inches or over) when compared on certain performance measures.

2. In terms of cost effectiveness, the officers 69 inches or over are less costly as a group.

3. If the results of this study are confirmed by studies in other departments, it may be an indication that a reduced height requirement would not only be a disservice to the shorter applicant but to the paying public.

TABLE 6

ASSAULTS ON POLICE OFFICERS - BY DAY OF WEEK

Day of Week	Number of Assaults	Percent of Assaults
Sunday	25	31.2
Monday	6	7.5
Tuesday	8	10.0
Wednesday	5	6.3
Thursday	10	12.5
Friday	5	6.3
Saturday	21	26.2
Total	80	100.0

TABLE 7

ASSAULTS ON POLICE OFFICERS - BY HOUR OF THE DAY

Hour of the Day	Number of Assaults	Percent of Assaults
0001 - 0400	20	25.0
0401 - 0800	1	1.2
0801 - 1200	9	11.3
1201 - 1600	6	7.5
1601 - 2000	16	20.0
2001 - 2400	28	35.0
Total	80	100.0

TABLE 8

HEIGHT v. CITIZENS' COMPLAINTS

		Under 69"	69" or more	Total
Complaint Against	Observed	34	319	353
	Expected	22.76	330.24	
Not Complained Against	Observed	21	479	500
	Expected	32.24	467.76	
Total		55	798	853

$X^2 = 10.12$
$P = .01$

TABLE 9

HEIGHT v. INJURIES

		Less than 69"	69" or more	Total
Injured	Observed	228	202	230
	Expected	17.20	212.80	
Not Injured	Observed	50	763	813
	Expected	60.80	752.20	
Total		78	965	1043

$X^2 = 9.41$
$P = .01$

TABLE 10

HEIGHT v. POLICE EQUIPMENT ACCIDENTS

		Less than 69"	69" or more	Total
Accidents	Observed	21	198	219
	Expected	14.12	204.88	
No Accidents	Observed	34	600	634
	Expected	40.88	593.12	
Total		55	798	853

$X^2 = 4.82$
$P = .05$

Evansville Study

The Evansville, Indiana Police Department conducted two studies during the year 1972. The two studies were: (1) The Arrestee Population Study, and the (2) "Resistor" Study.

The purpose of the Arrestee Population Study was to compare the Department of Health, Education and Welfare's average height projection to the Evansville population.

The data used for the study was a representative sampling of all persons arrested by the Evansville Police Department during the calendar year 1972. The sample included a total of 2,007 arrests from the 24,001 arrests made during the year. The sampling was made to determine four separate facts.

1. What was the average height of an arrested person in the City of Evansville in 1972? ("Arrested person" includes those persons cited for moving traffic violations.)

2. Is the projected national average adult male height, 69 inches, applicable to Evansville's population?

3. What is the average height of the persons the Evansville police officer will deal with in his daily routine?

4. Can the height of the average criminal and traffic offender be projected for the City of Evansville?

In the "Resistor" Study, a one-hundred percent sampling was taken of arrests during the 1972 where some type of physical force was required to effect the arrest. The resistor sampling was taken to determine four factors concerning the demography of resisting persons.

1. The average height of the arrested resistor.

2. The numerical differential between male and female resistors.

3. The percentage of custody arrests which are made by the use of some form of force.

4. The characteristics of the "average" resistor.

Findings of the studies were:

1. The total population of the sample Arrestee Population Study, i.e., all male, female and juvenile arrestees for traffic and criminal matters, posted a mean height of 68-2/5 inches. The mode height was 68 inches and the median height was 68-1/2 inches.

2. Of all arrests, 74.9% were adult males and the remaining 24.1% being juveniles and females. Since 75% of the Evansville police officers arrest time is consumed dealing with adult male offenders, the following results shall deal mainly with adult male offenders demography.

3. The average adult male arrested by the Evansville Police Department was 69-2/3 inches tall.

4. The most frequently arrested individual was the adult male traffic offender who was 70 inches tall.

5. The Evansville police officer encountering a resisting subject found the resistor to be an adult male 70-1/2 inches tall most frequently. This was two and one-half inches taller than the minimum height requirement of 68 inches for the Evansville police officer.

6. The Evansville police officer consumed 73 percent of his conflict-confrontation time dealing with the 69-1/2 inch adult

male.

7. The Evansville police officer consumed 16 percent of his conflict-confrontation time with the 64 inch adult female.

8. The Evansville police officer consumed eight percent of his conflict-confrontation time with the 68 inch juvenile.

The final results can be interpreted to show that the Evansville police officer who just meets the minimum 68 inches height requirement will consume as much as 65 percent of his arrest time dealing with individuals taller than himself. This places the minimum height or 68 inch officer at a distinct physical and possibly a psychological disadvantage.

At the same time the Evansville Police Department was conducting the Arrestee Population and the "Resistor" studies, it also conducted an Operational Evaluation of its 229 officers.

Height was compared to physical complaints, verbal complaints and injuries. The officer-injuries were observed from October, 1969 through June, 1973. The height distribution for the entire male population of the Evansville Police Department ran from 68 to 72 inches and taller.

The findings of the Operational Evaluation were:

1. The data from the physical abuse complaints yielded that the height of 70 inches marked the point from direct to inverse proportioning of physical complaints to officers. Of the shorter officers the 69 inch height officers had the highest complaint rate. This was significant at the .01 level. (Refer to Table 11)

2. The data from the verbal abuse complaints yielded practically the same results as the physical abuse study; except,

TABLE 11

HEIGHT v. PHYSICAL ABUSE COMPLAINTS

Ht. Inches	I % of All Complaints	II % of All Officers	III Diff. (I-II)	IV $(I-II)^2$	V $\frac{(I-II)^2}{II}$
68	17.14	7.35	+ 9.79	95.84	13.03
69	22.85	10.38	+12.47	155.50	14.98
70	8.57	13.85	- 5.28	27.88	2.01
71	11.42	14.28	- 2.86	8.18	.57
72 & over	40.00	53.24	-13.24	175.30	3.29

$X^2 = 33.88$
$P = .01$
(significant)

the trend toward higher complaint rates for shorter officers is tremendously increased. This was significant at the .01 level. (Refer to Table 12)

3. The height of 72 inches marked the point from direct to inverse proportioning of injuries to officers. This was significant at the .01 level. (Refer to Table 13)

The following conclusions can be extracted:

1. The number of complaints filed by citizens against police officers may be a good barometer by which the police chief can judge both the efficiency of his department and the public's trust and confidence in the department.

2. An officer 69 inches tall will have about fifty percent less probability of injury than his 68 inch fellow officer. This trend continues into the 70 inch height range, with those officers facing 75 percent less probability of injury than the 68 inch officer does.

Washington, D. C. Study

During 1971, the Washington, D. C. Metropolitan Police Department conducted an Operational Evaluation of its 4,670 male police officers. The officer's height was compared in relation to the three following categories:

1. Victims of assaults on police officers.
2. Officers who used their service revolvers.
3. Officers who used mace.

The results of the Operational Evaluation were:

1. Nine percent of all 67 inch officers were assaulted as compared to 7.9% and 7.5% of 68 and 69 inch officers.

TABLE 12

HEIGHT v. VERBAL ABUSE COMPLAINTS

Ht. Inches	I % of All Complaints	II % of All Officers	III Diff. (I-II)	IV $(I-II)^2$	V $\frac{(I-II)^2}{II}$
68	16.90	7.35	+ 9.55	91.20	12.40
69	26.76	10.38	+16.38	268.30	25.84
70	7.04	13.85	- 6.81	46.38	3.34
71	14.08	14.28	- .20	4.00	.28
72 & over	35.21	53.24	-18.03	325.08	6.10

$X^2 = 47.96$
P = .01
(significant)

TABLE 13

HEIGHT v. EVANSVILLE'S INJURIES

Ht. Inches	I % of All Injuries	II % of All Officers	III Diff. (I - II)	IV $(I - II)^2$	V $\frac{(I - II)^2}{II}$
68	24.0	7.35	+16.65	267.32	36.37
69	16.0	10.38	+ 5.62	31.58	3.06
70	10.0	13.85	- 3.85	14.82	1.07
71	16.0	14.28	+ 1.72	2.96	.20
72 & over	34.0	53.24	-19.24	370.18	6.95

$X^2 = 47.59$
P = .01
(significant)

2. Nine and seven-tenths percent of the 67 inch tall officers used their service revolvers while only eight and four-tenths percent of the 68 inch tall officers used their service revolvers. The trend continued downward with five percent of the 69 inch tall officers using their service revolvers.

3. Concerning the use of mace, only one height range, those 68 inches tall showed a greater percentage of use than did the 67 inch tall officers.

Des Moines Study

The City of Des Moines, Iowa, submitted data for the calendar years 1972, 1972, and 1973 on 155 officers. The data included the number of assaults on police officers at the various height ranges. The height range was from 69 to 75 inches. The 69 inch officers were assaulted more than the taller officers. This was significant at the .01 level. (Refer to Table 14)

Cincinnati Study

The Cincinnati, Ohio Police Department conducted a three year study of assaults on police officers in relation to height. It was found that shorter officers are assaulted more often than taller officers. This was significant at the .01 level. (Refer to Table 15)

Miami Study

The Miami, Florida Police Department lowered their minimum height requirement from 68 to 66 inches. However, the Department found it necessary to revert back to the initial 68 inches height requirement because of a substantial increase of assaults on the shorter officers.

TABLE 14

HEIGHT v. DES MOINES'S ASSAULTS

Ht. Inches	I % of All Assaults	II % of All Officers	III Diff. (I - II)	IV $(I - II)^2$	V $\frac{(I - II)^2}{II}$
69	30.90	18.06	+12.84	164.84	16.28
70	20.90	21.29	- .39	.1521	.0071
71	19.09	23.22	- 4.13	17.06	.73
72	9.54	12.25	- 2.71	7.34	.59
73	6.36	10.32	- 3.96	15.68	1.51
74	10.45	8.38	+ 2.07	4.28	.51
75	2.72	6.45	- 3.73	13.91	2.15

$X^2 = 21.78$
P = .01
(significant)

SUPPORTING HEIGHT STUDIES

The purpose of the supporting height studies is to provide data that is relevant to the issue of police height requirements.

National Health Survey

In 1965, the National Health Survey study conducted by the United States Department of Health, Education and Welfare reported the following:

1. The national average male adult in the general civilian population between the ages of 25 and 79 years was found to be 68.2 inches in height.

2. Between the ages of 25 and 34 the average male adult in the civilian population was found to be a maximum height of 69.1 inches. (Refer to Table 15)

Military Height Studies

In 1958, Karpinos conducted a study relating to all youths of military age and to those who were inducted into military service. These findings were compared with similar findings of World Wars I and II.

The findings were:

1. The average height of the World War I inductee was 67.49 inches.

2. The average height of the World War II inductee was 68.16 inches (was about two-thirds (.67) of an inch taller than the inductee of World War I).

3. The average height of the inductee during the 1950's was 68.66 inches (one-half (0.05) inch taller than the inductee of World War II).

TABLE 15

UNITED STATES MALES - CIVILIAN POPULATION
(90% WHITE AND 10% NON-WHITE)

Age	Height	Weight
18 - 24	68.7"	160
25 - 34	69.1"	171
35 - 44	68.5"	172
45 - 54	68.2"	172
55 - 64	67.4"	166
65 - 74	66.9"	160
75 - 79	65.9"	150
18 - 79 (average)	68.2"	168

4. The overall height gain of the inductee population from 1917-18 to 1957-58, a period of 40 years, was approximately one and two-tenths inches (1.2"). (Refer to Table 16)

FBI Study

The United States Federal Bureau of Investigation (FBI) conducted a recent study in order to substantiate its established minimum height requirement. The study consisted of 1,000 dangerous fugitives sought by the Federal Bureau of Investigation.

The study disclosed that:

1. Of the 1,000 dangerous fugitives sought by the FBI, 96.7 percent of the group were males with an average height of 70 inches.

Texas Department of Public Safety Study

In 1973, the Texas Department of Public Safety conducted a study of the 3,796 felons in its criminal records files.

The findings were:

1. The average felon height was 70 inches, the mode height was 70 inches and the median height was 69 inches. (Refer to Table 17)

2. Seventy-eight percent of the felons were 68 inches and taller.

3. Sixty-two percent of the felons were between 68 and 72 inches.

4. Seventy-four percent of the felons were between 68 and 74 inches.

TABLE 16

COMPARISON OF HEIGHT AND WEIGHT OF ARMY MALE INDUCTEES FOR WORLD WARS I, II, AND MILITARY YOUTHS OF 1957 - 1958

			Height		
W W I	W W II	Gain	1957-1958	Gain	40 Yr. Gain
67.49	68.07	0.58	68.9	0.83	1.41
			Weight		
141.54	150.45	8.91	158.0	7.55	17.46

TABLE 17

ARRESTED MALE FELONS IN THE TEXAS DEPARTMENT OF PUBLIC SAFETY CRIMINAL RECORDS

Entire Population		
Height	**Weight**	**Age**
Mean 70"	Mean 160	Mean 41
Median 69"	Median 161	Median 42
Mode 70"	Mode 158	Mode 42
N = 3,796	N = 3,796	N = 3,796

Texas Department of Corrections Study

In 1973, the Texas Department of Corrections conducted a study of its 15,539 male inmates.

The results were:

1. The average male inmate was 68 inches tall.

2. Sixty-two percent of the male inmates were 68 inches and taller. (Refer to Table 18)

COURT DECISIONS SUPPORTING HEIGHT REQUIREMENTS

There is legal precedent for a police height requirement. In April, 1973 a Massachusetts Federal District Court Decision examining Boston Police Department hiring practices, Castro, et al. v. Beecher, et al. [4 F.E.P. 700(1972)] the court found:

1. The height requirement of the Boston Police Department was reasonable.

2. Evidence failed to prove or demonstrate that height requirement has disproportionate impact on Spanish-surnamed persons.

3. The judge did not feel it is necessary to show that a person below the height requirement could not do the job.

4. It is sufficient to show that the requirement is job-related.

In another case going directly to the heart of the height requirement, the Third Department of the Appellate Division of the New York Supreme Court in Gauthier v. Rice et al. [285 NYS 117(1936)] ruled that a height requirement of 69 inches for the position of a Game Protector was not unreasonable.

TABLE 18

HEIGHT AND WEIGHT OF ADULT FELONS INCARCERATED IN THE TEXAS DEPARTMENT OF CORRECTIONS

Entire Population

Height	Male	Female	Weight	Male	Female
Mean	68"	65"	Mean	155	146
Median	68"	64"	Median	152	139
Mode	68"	65"	Mode	145	137
N =	15,539	558	N =	15,547	569

Ethnic Groups

Height	Caucasian	Negro	Mex. Amer.	Weight	Caucasian	Negro	Mex. Amer.
Mean	68"	68"	66"	Mean	156	159	148
Median	67 1/2"	70"	66"	Median	152	152	144
Mode	69"	69"	66"	Mode	150	150	144
N =	6,075	6,933	2,524	N =	6,077	6,938	2,524

Assaultive Crimes

MURDER

Height		Weight	
Mean	68"	Mean	156
Median	68"	Median	152
Mode	68"	Mode	150
N =	1,952		1,954

RAPE

Height		Weight	
Mean	68"	Mean	155
Median	68"	Median	152
Mode	69"	Mode	150
N =	946		945

ROBBERY

Height		Weight	
Mean	68 1/2"	Mean	156
Median	69"	Median	153
Mode	69"	Mode	150
N =	3,832		3,832

AGGRAVATED ASSAULT

Height		Weight	
Mean	68"	Mean	157
Median	68"	Median	155
Mode	68"	Mode	150
N =	653		653

Note: Differences in number (N) in specific categories is a result of the removal of coding error.

The court findings were:

1. It is common knowledge that it has long been usual practice in selecting municipal police, state constabulary, firemen or other law enforcement officers, to adopt principle of uniformity and preliminary qualification and to prescribe minimum height.

2. Civil Service Commission as part of its rule-making power has authority to prescribe minimum height.

3. Civil Service Commission's requirement that applicants for office of Game Protector must not be less than five feet nine inches in height, without shoes, held reasonable. . .

4. And while one height might be regarded as sufficient for policemen in a small village, or even in a great city, where aid may be commandeered quickly and easily in an emergency, a different height might be reasonably thought necessary for a Game Protector ranging alone in the mountains, or other localities sparsely inhabited.

This case is particularly interesting in that, while upholding the reasonableness of a height for a peace officer, it also emphasized as additionally significant, that an officer on his own in sparsely populated areas (e.g. such as we have in Texas) is frequently at a considerable distance from a fellow officer or additional assistance.

In 1972, the California Superior Court for Almeda County, Hardy v. Stumpf [4 F.E.P. 1978(1972)], the height requirement for the Oakland, California City Police Department was held not to be unreasonable.

The petition of female applicant for position of police patrolman for unit of mandate was denied.

The court findings were:

1. Since female applicant admits she cannot meet necessary

requirements of height and weight she is not qualified to take the examination for position of police patrolman.

2. These requirements are not unreasonable and are not arbitrary.

3. These requirements are reasonable and are directly and reasonable connected with and necessary to normal operation of duties of a police patrolman.

PSYCHOLOGICAL ASPECTS OF HEIGHT

The Law Enforcement Administration (L.E.A.A.) News Release of March 9, 1973, on height caused a great deal of concern in the law enforcement agencies throughout the nation. The Michigan State Police in its response to the L.E.A.A. questioned the wisdom of lowering their present height requirement of 69 inches in reference to two viewpoints. (1) The need for "presence" qualities in a police officer and (2) the danger of "over-compensation" when hiring individuals of shorter stature.

"Presence" is defined generally as those qualities an officer should possess primarily for psychological impact on the public to lessen his chances of having to resort to violent means to quell a disorder or make an arrest. In the opinion of many authors, the fact that an officer is taller will mean that fewer people will challenge his authority.

According to Dr. Edward Shev, the problem of overcompensation occurs in shorter individuals to a much greater extent than it does in persons above the 66 inch height.

This problem, described as the "Napoleonic Complex," causes individuals of short stature to try to compensate for their

self-perceived deficiency by doing heroic or exceptional feats. Persons suffering from the "Napoleonic Complex," while often considered successful, will tend to provoke anger from persons whom they contact, and their interpersonal contacts tend to be more abrasive.

With respect to psychological aspects, Dr. E. K. Gunderson makes several observations which might be applicable in the police setting:

> "Subjects ranging in height from 5 feet ten inches to six feet one inch rarely expressed dissatisfaction with their heights, but outside these limits the proportion expressing dissatisfaction rises sharply with over half of those under five feet seven inches expressing dissatisfaction. . . . It is apparent that many young adult males find small body size a threat to self-esteem and tend to deprecate their own personal worth based upon their perception."

CHAPTER III

SUMMARY AND CONCLUSIONS

RESTATEMENT OF THE PROBLEM

The problem of the study was to determine if the height of a police officer is related to job performance. The study was limited to the following categories: (1) nine studies representing approximately 10,000 police officers throughout the United States; (2) two studies establishing the norm height for the average individual; (3) three studies totaling approximately 20,000 felons to establish the norm height of the average felon; (4) three cases citing court decisions; and (5) two authorities, one police agency, and one federal agency concerning psychological aspects of height.

METHODOLOGY

The inquiry attempted to examine height and its relationship to job performance. Specifications considered were: (1) assaults on police officers; (2) injuries received by police officers; (3) citizens' complaints against police officers; and (4) motor vehicle accidents by police officers.

The assembling of studies and data consisted of 403 written and eighty verbal inquiries. Of the 403 written inquiries a return of 193 responses were received (47.89%). Of the 193 responses; 144 submitted some type of data.

FINDINGS

A summary of the results of the studies yielded the

CONTINUED

1 OF 2

following findings:

1. Officers 68 to 69 inches tall are assaulted more than they should be.

2. Officers 70 inches tall and over have a 75 percent less probability of injury than does the 68 inch officers.

3. Officers 69 inches tall have a fifty percent less probability of injury than the 68 inch officers.

4. Officers working the afternoon shift (4:00 p.m. to midnight) are assaulted more than during other shifts.

5. Saturday and Sunday are the most dangerous days for assaults on officers.

6. Officers working patrol and making arrests can expect a higher risk of being assaulted more than those who do not.

7. Officers less than 68 to 69 inches tall have more citizen complaints than taller officers.

8. Officers less than 68 to 69 inches tall have more motor vehicle equipment accidents than taller officers.

9. The average male adult in the civilian population between the ages of 25 to 79 years is 68.2 inches in height.

10. Between the ages of 25 to 34 the average male adult in the civilian population is 69.1 inches in height.

11. The average military inductee is 68.66 inches tall.

12. The average male offender was found to be 70 inches in height.

13. Seventy-five percent of an officer's time is consumed dealing with adult male offenders.

14. The most frequently arrested individual was the male traffic offender.

15. The male resisting arrest was found to be 70.5 inches tall most frequently.

16. Seventy-three percent of the officer's time was consumed in contact with the 69.5 inch adult male.

17. The officer 68 inches tall will spend as much as sixty-five percent of his time dealing with individuals taller than himself.

18. Officers less than 68 to 69 inches tall used their service revolvers in arrests and confrontations more than taller officers.

19. Officers 68 inches in height made more arrests than taller officers.

20. Court decisions generally held that height requirements are not unreasonable.

21. There are psychological implications related to height requirements.

CONCLUSIONS

Within the limitations of the study and in the light of the total evidence presented by the data gathered in connection with the study, the following conclusions were drawn:

1. Officers between 68 and 70 inches tall are assaulted more often than other groups represented.

2. Officers between 68 and 70 inches tall have a greater probability of being injured.

3. Officers working the afternoon shift can expect to be assaulted more frequent than during other shifts.

4. Officers working patrol and making arrests can expect a higher risk of being assaulted more than others.

5. Officers between 68 and 70 inches tall have more complaints than other groups represented.

6. Officers between 68 and 70 inches tall have more motor vehicle equipment accidents than other groups represented.

7. Seventy-five percent of the officers' time is spent in contact with adult male offenders.

8. Sixty-five percent of the officers' time will be in contact with individuals from 70 to 70.5 inches tall.

9. Officers in the traffic division under 69 inches tall had more traffic arrests.

10. In terms of cost effectiveness, the officers 69 inches are more costly as a group.

Supporting Evidence. The following studies indicate that police officers from 68 to 70 inches of height would incur a greater number of assaults, injuries, complaints, and accidents than other groups represented in the studies. These studies include: (1) San Diego, California; (2) Portland, Oregon; (3) Evansville, Indiana; (4) Seattle, Washington; (5) Washington, D. C.; (6) Beaumont, Texas; (7) Miami, Florida; (8) Cincinnati, Ohio; and (9) Des Moines, Iowa.

Projection. Applying the represented demographic statistics collected in this study to future contacts which will be a part of police officers' duties, one can visibly observe that the 68 inch officers will face many situations in which he is much shorter than his opponent in the conflict-confrontation situation.

This projection is also supported by the national growth trend. The trend is for a continuous increase in the average American's height. As stated previously in this study, between 1917 and 1958 the increase in height for the average United States Army inductee was 1.2 inches. Authorities see no immediate possiblity of this trend terminating, stabilizing, or reversing itself. As a result of this continuing growth trend, minimum height requirements which are not upgraded periodically will become regressive in nature and prove ineffective to meet the challenges. At least this will be true up until the point that height stabilizes.

Recommendations

In view of the evidence presented in this study consisting of previous studies and related supporting data, the following recommendations are made:

1. The Texas Department of Public Safety should maintain its present height requirements until such time as more information becomes available to substantiate a change.

2. The Texas Department of Public Safety should initiate a study to empirically study the relationship of height to police job performance.

3. Other law enforcement agencies throughout the United States should conduct studies related to height requirements. It must not be forgotten that you cannot lay down one established rule for all police agencies. A height requirement for one agency will not necessarily apply to another agency.

Because of the major impact that the Law Enforcement Assistance Administration's recommendations would have upon law enforcement, it is urged that they support empirical research to determine what height requirements police departments should maintain, before they arbitrarily establish any height requirements.

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APPENDIX A

INSTRUMENT OF INQUIRY

WILSON E. SPEIR
Director
LEO E. GOSSETT
Assistant Director

TEXAS DEPARTMENT OF PUBLIC SAFETY
5805 N. LAMAR BLVD.
BOX 4087
AUSTIN, TEXAS 78773

Date

Address

Dear Sir:

The Texas Department of Public Safety is conducting a study in the efficacy of a minimum height requirement as a tool in the selection of uniformed police officers. We are particularly interested in those studies and supporting information in which the predictor variable (height) is related to the following criteria:

(1) Assaults against the police officer.
(2) Injuries incurred by the officer.
(3) Citizens' complaints against the officer.
(4) Police vehicle equipment accidents.
(5) Arrests culminated by the officer.

It would be appreciated if your agency would supply this office with copies of studies and supporting information from your files. Please submit your reply to the Project Director, C. A. Dempsey.

Sincerely,

Wilson E. Speir
Director

Emory W. Muehlbrad, Manager
Personnel and Training

C. A. Dempsey
Project Director

WES:Dh

APPENDIX B

STATE POLICE DEPARTMENTS

STATE POLICE DEPARTMENTS

State	Replied to Inquiry		Provided Data	
	Yes	No	Yes	No
ALABAMA	X		X	
ALASKA	X		X	
ARIZONA	X		X	
ARKANSAS		X		
CALIFORNIA	X		X	
COLORADO		X		
CONNECTICUT	X		X	
DELAWARE	X			X
FLORIDA	X		X	
GEORGIA	X		X	
IDAHO	X		X	
ILLINOIS	X		X	
INDIANA		X		
IOWA		X		
KANSAS	X			X
KENTUCKY	X		X	
LOUISIANA		X		
MAINE	X		X	
MARYLAND	X		X	
MASSACHUSETTS		X		
MICHIGAN	X		X	
MINNESOTA		X		
MISSISSIPPI	X		X	

	Replied to Injury		Provided Data	
State	Yes	No	Yes	No
MISSOURI	X		X	
MONTANA	X		X	
NEBRASKA	X		X	
NEVADA		X		
NEW HAMPSHIRE		X		
NEW JERSEY	X		X	
NEW MEXICO	X		X	
NEW YORK	X		X	
NORTH CAROLINA	X			X
NORTH DAKOTA		X		
OHIO	X		X	
OKLAHOMA	X		X	
OREGON	X		X	
PENNSYLVANIA	X		X	
RHODE ISLAND		X		
SOUTH CAROLINA	X			X
SOUTH DAKOTA		X		
TENNESSEE	X		X	
UTAH	X			X
VERMONT		X		
VIRGINIA	X			X
WASHINGTON	X		X	
WEST VIRGINIA	X			X
WISCONSIN	X		X	
WYOMING		X		

APPENDIX C

CITY POLICE DEPARTMENTS

CITY POLICE DEPARTMENTS

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
ALABAMA				
Birmingham	X			X
Gadsden		X		
Huntsville		X		
Mobile		X		
Tuscaloosa		X		
ALASKA				
Anchorage	X		X	
ARIZONA				
Mesa		X		
Phoenix	X		X	
Scottsdale	X			X
Tucson	X			X
ARKANSAS				
Fort Smith		X		
Little Rock		X		
CALIFORNIA				
Alhambra		X		
Anaheim		X		
Bakersfield	X		X	
Beverly Hills	X			X

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
CALIFORNIA (cont'd)				
Burbank	X		X	
Chula Vista		X		
Compton		X		
Costa Mesa		X		
Downey	X		X	
El Cajon		X		
El Monte	X		X	
El Segundo		X		
Fresno		X		
Fullerton	X		X	
Garden Grove	X			X
Huntington Beach	X		X	
Inglewood		X		
Longbeach	X		X	
Los Angeles	X		X	
Modesto		X		
National City	X			X
Ontario		X		
Orange	X		X	
Oxnard		X		
Pasadena	X		X	
Pomona		X		
Riverside	X		X	
Salinas		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
CALIFORNIA (cont'd)				
San Anselmo		X		
San Bernardino		X		
San Diego	X		X	
San Francisco	X		X	
Santa Monica		X		
South Gate		X		
Torrance	X		X	
Ventura		X		
West Covina		X		
COLORADO				
Aurora	X		X	
Boulder		X		
Colorado Springs		X		
Denver	X		X	
Pueblo		X		
CONNECTICUT				
Bridgeport		X		
Bristol		X		
East Hartford		X		
Greenwich		X		
Hamden		X		
Hartford		X		
Manchester		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
CONNECTICUT (cont'd)				
Meriden		X		
Milford	X		X	
New Britain	X		X	
New Haven		X		
Norwalk	X		X	
Stamford	X		X	
Stratford		X		
Waterbury		X		
West Hartford		X		
West Haven		X		
DISTRICT OF COLUMBIA				
Washington	X		X	
U.S. Capital		X		
FLORIDA				
Clearwater		X		
Dade County	X		X	
Fort Lauderdale		X		
Gainesville		X		
Hollywood		X		
Lakeland		X		
Miami	X		X	
Miami Beach	X		X	
Orlando		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
FLORIDA (cont'd)				
Pensacola		X		
St. Petersburg	X			X
Sarasota		X		
Tallahassee	X		X	
Tampa	X		X	
West Palm Beach	X			X
GEORGIA				
Atlanta		X		
Augusta		X		
Columbus		X		
Macon		X		
Savannah	X		X	
HAWAII				
Hilo	X		X	
Honolulu	X		X	
Lihue	X			X
Wailuku	X		X	
IDAHO				
Boise		X		
Twin Falls		X		
ILLINOIS				
Arlington Heights		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
ILLINOIS (cont'd)				
Aurora		X		
Champaign		X		
Chicago		X		
Cicero		X		
Decatur		X		
Des Plaines		X		
East St. Louis		X		
Evanston	X		X	
North Chicago		X		
Oak Lawn	X			X
Oak Park		X		
Peoria	X			X
Rock Island		X		
Rockford		X		
Skokie		X		
Springfield	X		X	
Waukegan		X		
INDIANA				
Bloomington		X		
East Chicago		X		
Evansville	X		X	
Fort Wayne		X		
Hammond		X		
Indianapolis		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
INDIANA (cont'd)				
South Bend		X		
Terre Haute		X		
IOWA				
Cedar Rapids		X		
Council Bluffs		X		
Davenport		X		
Des Moines	X		X	
Sioux City	X			X
KANSAS				
Kansas City	X			X
Overland Park		X		
Topeka	X		X	
Wichita	X			X
KENTUCKY				
Covington		X		
Lexington		X		
Louisville	X			X
LOUISIANA				
Baton Rouge		X		
Lafayette	X		X	
New Orleans	X			X
Shreveport	X		X	

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
MAINE				
Portland		X		
MARYLAND				
Baltimore		X		
MASSACHUSETTS				
Arlington		X		
Boston	X			X
Fall River		X		
Holyoke	X			X
Lowell		X		
New Bedford		X		
Newton	X		X	
Pittsfield	X		X	
Worcester	X			X
MICHIGAN				
Ann Arbor	X		X	
Bay City	X		X	
Dearborn		X		
Detroit	X		X	
East Lansing	X			X
Flint	X		X	
Grand Rapids	X		X	
Kalamazoo	X		X	
Lincoln Park		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
MICHIGAN (cont'd)				
Livonia		X		
Pontiac		X		
Royal Oak		X		
Saginaw		X		
St. Clair Shores		X		
Southfield		X		
Taylor		X		
Warren		X		
MINNESOTA				
Bloomington	X			X
Duluth	X			X
Minneapolis	X		X	
Rochester	X		X	
St. Louis	X		X	
St. Paul	X			X
MISSISSIPPI				
Greenville		X		
Hattiesburg		X		
MISSOURI				
Florissant	X		X	
Independence		X		
Jefferson City		X		
Kansas City	X		X	

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
MISSOURI (cont'd)				
St. Joseph		X		
St. Louis	X		X	
Springfield	X		X	
University City		X		
MONTANA				
Billings		X		
Great Falls	X			X
NEBRASKA				
Lincoln	X			X
Omaha	X		X	
NEVADA				
Boulder City	X		X	
Las Vegas		X		
Reno	X		X	
NEW HAMPSHIRE				
Dover	X			X
Manchester	X		X	
NEW JERSEY				
Atlantic City		X		
Bayonne		X		
Bloomfield		X		
Clifton		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
NEW JERSEY (cont'd)				
East Orange	X			X
Elizabeth		X		
Irvington	X			X
Jersey City		X		
Newark		X		
Passaic		X		
Trenton		X		
Vineland		X		
Wayne Twp		X		
NEW MEXICO				
Albuquerque		X		
Santa Fe	X		X	
NEW YORK				
Albany	X		X	
Binghamton	X		X	
Buffalo		X		
Cheektowaga		X		
Irondequoit		X		
Mt. Vernon		X		
New York	X		X	
Niagara Falls		X		
Rochester	X		X	
Schenectady		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
NEW YORK (cont'd)				
Syracuse	X		X	
Troy	X		X	
Utica		X		
White Plains		X		
Yonkers	X		X	
NORTH CAROLINA				
Asheville		X		
Charlotte		X		
Durham	X		X	
Fayetteville	X		X	
Gastonia		X		
Greensboro		X		
High Point		X		
Raleigh	X			X
Wilmington	X		X	
NORTH DAKOTA				
Bismarck		X		
OHIO				
Akron		X		
Canton		X		
Cincinnati	X		X	
Cleveland	X			X

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
OHIO (cont'd)				
Columbus	X		X	
Cuyahoga Falls	X			X
Elyria		X		
Euclid		X		
Hamilton		X		
Kettering	X			X
Lakewood		X		
Lima		X		
Lorain	X		X	
Middletown		X		
Parma	X		X	
Springfield	X		X	
Toledo		X		
Youngstown		X		
OKLAHOMA				
Lawton	X		X	
Norman		X		
Oklahoma City		X		
Tulsa		X		
OREGON				
Eugene	X		X	
Portland	X		X	
Salem	X		X	

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
PENNSYLVANIA				
Allentown		X		
Altoona		X		
Bethlehem		X		
Harrisburg		X		
Havertown	X		X	
Lancaster	X		X	
Penn Hills Twp.		X		
Philadelphia	X			X
Pittsburgh		X		
Reading	X		X	
Scranton		X		
York	X		X	
RHODE ISLAND				
Cranston		X		
Newport		X		
Providence	X		X	
Warwick		X		
SOUTH CAROLINA				
Charleston		X		
Charleston County	X			X
Columbia		X		
Greenville		X		
Spartanburg		X		

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
SOUTH DAKOTA				
Sioux Falls	X		X	
TENNESSEE				
Chattanooga		X		
Knoxville		X		
Memphis		X		
Nashville		X		
TEXAS				
Abilene		X		
Amarillo	X		X	
Beaumont	X		X	
Dallas	X			X
El Paso	X		X	
Fort Worth	X		X	
Garland	X		X	
Houston	X		X	
Irving		X		
Laredo	X		X	
Lubbock	X		X	
Odessa		X		
Pasadena		X		
Port Arthur		X		
San Angelo	X		X	
San Antonio	X		X	

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
TEXAS (cont'd)				
Tyler		X		
Waco		X		
Wichita Falls		X		
UTAH				
Provo		X		
Salt Lake City	X			X
VERMONT				
Burlington		X		
Rutland		X		
VIRGINIA				
Alexandria	X		X	
Alexandria County	X		X	
Charlottesville	X		X	
Chesapeake		X		
Hampton		X		
Lynchburg	X			X
Newport News	X		X	
Norfolk	X		X	
Portsmouth	X		X	
Richmond		X		
Roanoke	X		X	
Virginia Beach	X		X	

State	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
WASHINGTON				
Bellevue		X		
Seattle	X		X	
Spokane	X		X	
Tacoma	X			X
WEST VIRGINIA				
Charleston		X		
Parkersburg		X		
WISCONSIN				
Appleton		X		
Greenbay	X			X
Kenosha	X		X	
Madison		X		
Milwaukee		X		
Racine		X		
Sheboygan		X		
Wauwatosa	X		X	
West Allis		X		
WYOMING				
Casper		X		
Laramie		X		

APPENDIX D

FOREIGN POLICE DEPARTMENTS

FOREIGN POLICE DEPARTMENTS

FOREIGN POLICE DEPARTMENTS

Country - Canada	Replied to Inquiry		Provided Data	
Province	Yes	No	Yes	No
ONTARIO				
Toronto	X		X	
QUEBEC				
Montreal	X			X

APPENDIX E

OTHER AGENCIES

OTHER AGENCIES

Agency	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
FEDERAL BUREAU OF INVESTIGATION Washington, D.C.	X		X	
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE - LAW ENFORCEMENT ASSISTANCE ADMINISTRATION Washington, D.C.		X		
DIVISION OF CRIMINAL JUSTICE SERVICES New York, New York	X		X	
PROJECT STAR - AMERICAN JUSTICE INSTITUTE Marina Del Ray, California		X		
OFFICE OF THE PROVOST MARSHAL GENERAL Washington, D.C.	X		X	
NAVY DEPARTMENT - NAVY MEDICAL NEUROPSYCHIATRIC San Diego, California	X		X	
THE NAVAL ELECTRONIC LABORATORY San Diego, California	X		X	
INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE, INC. Gaithersburg, Maryland	X		X	
MUNICIPAL POLICE TRAINING COUNCIL Albany, New York		X		
POLICE FOUNDATION Washington, D.C.	X		X	
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING Sacramento, California		X		

Agency	Replied to Inquiry: Yes	Replied to Inquiry: No	Provided Data: Yes	Provided Data: No
EASTERN KENTUCKY UNIVERSITY Richmond, Kentucky	X			X
NORTHWESTERN UNIVERSITY Evanston, Illinois	X		X	
UNIVERSITY OF OKLAHOMA Norman, Oklahoma	X		X	
CHARLES C. THOMAS, PUBLISHER POLICE Editorial Department Fort Lauderdale, Florida	X			X
SHERIFF DEPARTMENT - LOS ANGELES COUNTY Los Angeles, California	X		X	

APPENDIX F

DEPARTMENT OF ARMY

REPLY

DEPARTMENT OF THE ARMY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON, D.C. 20314

DAPM-PLP

Mr. Wilson E. Speir
Director, Texas Department of Public Safety
Box 4087
5805 N Lamar Boulevard
Austin, Texas 78773

Dear Pat:

This is in reply to your 3 December letter concerning the height requirement for military police.

As you know, there are minimum data that conclusively relate height of a police officer to job performance. I think the article, "A Question of Height," appearing in the November issue of "The Police Chief" magazine, presented some valid evidence and should be helpful to you.

The varied tasks performed by military police emphasize the requirement for them to be physically and mentally capable to cope with situations encountered in performance of their duties. We require military police to be 5'9" (5'4" for women); to achieve a standard test score of 100; age 18 at time of enlistment; eligible for a confidential clearance; able to distinguish between vivid red and vivid green; and meet a physical profile guide which includes physical capacity, upper and lower extremities, hearing and vision tests as well as no history of psychiatric pathology.

The height requirement is relative only to the degree that it relates to the overall physical performance expected of military police in day-to-day job skills. In this context, all jobs in the law enforcement field do not require the same physical qualifications. For example, the likelihood of security police being physically confronted or attacked is much less than that of military police performing law enforcement duties; nor is the same degree of agility, physical strength or stamina required.

In considering physical standards of military police, we must consider the total spectrum of work to be performed. Since we do not have specialty requirements, other than correctional specialists, for those types of skills that require lesser physical abilities, we are constrained to

standards that are applicable throughout the broad range of functions to be performed. Apprehension, search and seizure, riot control, and the exercise of protective custody are just some of the functions performed by military police which require them to be physically capable individuals.

The size (5'9" plus) and physical appearance (well-proportioned) of the military police often influence the psychology of a confrontation and give them that advantage needed in tense situations. On the other hand, if military police are small in stature, they face a decided disadvantage in physical encounters. The large-size military police can control most situations by their commanding appearance without having to resort to physical force. The military police of smaller stature are often put on the defensive and forced into a position of bravado which generates antagonism and resentment among fellow soldiers. We also feel that military police, smaller in stature, resort more frequently to use of excessive physical force and weapons which enhances the risk of bodily harm to persons being taken into custody. This type of overreaction only tends to exacerbate potential confrontations. This lessens the image of our law enforcement personnel as opposed to strengthening it in situations such as quelling disturbances, handling intoxicated personnel and quelling incidents of racial strife.

As you know, it is sometimes necessary to have tradeoffs between quality and quantity. In the interest of retaining quality personnel, we grant waivers only as a means of obtaining or retaining a soldier whose potential is clearly equal or superior to that of a contemporary who requires no waivers. The only exception to the height prerequisite is on an individual basis for a height no lower than 5'8". This 1-inch exception in height is only approved if the individual possesses qualifications which merit the waiver, i.e. either extensive, successful experience in law enforcement or at least two years formal education in law enforcement.

Although we have not conducted any studies of military police performance in relation to height and weight, I hope my comments above will be helpful to you. I would appreciate a copy of your completed study.

Sincerely,

Lloyd

LLOYD B. RAMSEY
Major General, USA
The Provost Marshal General

APPENDIX G

FEDERAL BUREAU OF INVESTIGATION'S

REPLY

OFFICE OF THE DIRECTOR

UNITED STATES DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

WASHINGTON, D.C. 20535

November 28, 1973

Mr. Emory W. Muehlbrad
Manager
Personnel and Training
Texas Department of Public Safety
Box 4087
Austin, Texas 78773

Dear Mr. Muehlbrad:

This is to acknowledge receipt of your letter dated November 21st which was also signed by Mr. C. A. Dempsey. Although I would like to be of assistance in this particular matter, the FBI does not maintain statistics which would relate to your specific questions with the exception of the material contained in the 1972 Uniform Crime Reports bulletin concerning the killing of police officers.

Our minimum height requirement of 5'7" was established in 1939 and has on many occasions in the past been reviewed. We have definitely found that it is justified and job related as height certainly plays a vital role in the successful apprehension of dangerous individuals. A recent study of 1,000 dangerous fugitives sought by this Bureau disclosed 96.7% of that group were males with an average height of 5'10". I feel that it is a grave responsibility of the FBI to attract and sustain a staff of Special Agents who are physically equipped to efficiently contend with these dangerous fugitives so that the interests of the

Mr. Emory W. Muehlbrad

public will be served. In the past we have given serious consideration to the lowering of the minimum height requirement. It is realized several agencies do not maintain as high a requirement in this regard as we do. We feel that a person under this height, 5'7", may very well encounter difficulties and on occasion even, because of this height, give greater encouragement to the arrestee to resist. It has been our definite experience that our Agents are challenged more frequently when it is felt there is some possibility that such resistance would be successful. We, therefore, feel it necessary to maintain the minimum height requirement of 5'7". This actually is below that maintained for years by many law enforcement agencies and was set at this height only after due consideration of all matters outlined above.

It has been brought to my attention that the November, 1973, issue of the "The Police Chief" contains an article on page 42 entitled "A Question of Height" written by Raymond L. Hoobler and Lieutenant J. A. McQueeney of the San Diego Police Department. It appears to be a very thorough and in-depth study and may be of assistance to you in your discussion regarding the height requirement of your police officers.

Sincerely yours,

Clarence M. Kelley
Director

END