

Full Performance Review

West Virginia State Police

**West Virginia State Police Needs to
Enhance Efforts To Recruit Women
and African American Troopers**



September 2003
PE03-17-292

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John Sylvia
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September 7, 2003

The Honorable Edwin J. Bowman
State Senate
129 West Circle Drive
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The Honorable J.D. Beane
House of Delegates
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1900 Kanawha Boulevard, East
Charleston, West Virginia 25305-0470

Dear Chairs:

Pursuant to the West Virginia Sunset Law, we are transmitting a Full Performance Review of the West Virginia State Police, which will be presented to the Joint Committee on Government Operations on Sunday, September 7, 2003. The issue covered herein is "The West Virginia State Police Needs to Enhance Efforts to Recruit Women and African American Troopers."

We transmitted a draft copy of the report to the West Virginia State Police on September 2, 2003. The State Police opted not to have an exit conference. We received the agency response on September 4, 2003.

Let me know if you have any questions.

Sincerely,

Handwritten signature of John Sylvia in cursive script.
John Sylvia

JS/wsc

Joint Committee on Government and Finance

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Executive Summary

Issue 1: The West Virginia State Police Needs to Enhance Efforts to Recruit Women and African American Troopers.

Employment of minorities and females as sworn troopers in the West Virginia State Police is low. Of 606 sworn troopers, only 16 (2.6%) are female and only 8 (1.3%) are African American. In comparison with other states West Virginia ranks 44th out of 48 reporting states in the percentage of employment of female troopers. Similarly, West Virginia ranks 35th out of 40 reporting states in African American trooper employment based on ratios including percentages of state African American populations. The West Virginia State Police also compares unfavorably to federal agencies. Of all federal officers with arrest powers and firearm authority, an average of 17.05% are female and 11.20% are African American. Furthermore, of 1,105 applicants to the last 2 (51st and 52nd) state police cadet classes, only 17 (1.5%) were women, and only 14 (1.2%) were African American. Though the West Virginia State Police also compares unfavorably with police departments in the states' 10 largest cities which employ an average of 4.6% and 3.9% female and African American officers respectively, the state police does employ higher percentages of each than West Virginia's Sheriff's Departments.

Other states have experienced success in attracting women and minorities through special recruitment efforts. Such efforts vary from state to state, though most involve including female and minority officers as recruiters. Since 2002, the state police has implemented some new recruiting strategies such as the development of a Recruiting Committee made up of women and minority troopers. However, despite its efforts, the State Police has not attracted an adequate number of minority or female applicants in 2003. Therefore, other recruiting tactics should also be explored.

The State Police has not attracted an adequate number of minority or female applicants in 2003.

It is possible that an overly restrictive screening process may be limiting the pool of qualified applicants. Specifically, Physical Ability Testing may dissuade women from applying to the academy. Though Legislative Rule requires Physical Ability Testing (PAT) for all law enforcement agencies in West Virginia, many other similar agencies across the nation have done away with PAT in favor of applying health based standards. Agencies with no physical ability testing reported having an average of 15.8% sworn female officers, while those with such a test reported 10.9%. State agencies should reflect the population which they serve. There is a need for a more diverse police force in West Virginia.

Recommendations:

1. *The State Police should conduct a self assessment to determine how it can improve its recruitment of women and African Americans.*
2. *The Legislature should consider studying whether changing to a less restrictive screening process would increase the pool of qualified applicants.*
3. *The Legislature should consider requiring the State Police to report annually on its efforts and the effectiveness of those efforts, to recruit women and African Americans.*

Review Objective, Scope and Methodology

This Full Performance Review of the West Virginia State Police is authorized and required by §4-10. The State Police was created in 1919 under §15-2-1 of the West Virginia Code. The agency's structure is quasi-military, using a rank system and training methods similar to the U.S. Military. Detachments of officers are located throughout the state. The mission of the State Police is:

...Statewide enforcement of criminal and traffic laws with emphasis on providing basic enforcement and citizen protection from criminal depredation throughout the state and maintaining the safety of the state's public streets, roads and highways.

Objective

The objective of this review is to examine the State Police's ability to recruit and retain women and African American Troopers.

Scope

This review utilizes data available from the U.S. Department of Justice and the U.S. Census Bureau, as well as information collected by the Legislative Auditor's Office. The review covers the period from 1997 to August 2003. The Legislative Auditor compared the State Police to federal and state law enforcement agencies, county sheriff and city police departments.

Methodology

The Legislative Auditor used data available from federal agencies to determine how the West Virginia State Police compared to similar organizations across the country. Other states were contacted to determine what methods of recruiting proved to be effective in states with high percentages of sworn female troopers. The Legislative Auditor also reviewed literature on women in policing. All aspects of this report comply with Generally Accepted Government Auditing Standards (GAGAS) as set forth by the Comptroller General of the United States.

Issue 1:

The West Virginia State Police Needs to Enhance Efforts To Recruit Women and African American Troopers.

Issue Summary

The Legislative Auditor is concerned by the lack of minority representation on the State's police force.

Minority state trooper employment in the West Virginia State Police is at a five year low and the number of African American troopers has declined each year since 1998. The Legislative Auditor is concerned by the lack of minority representation on the State's police force. Moreover, an October 2000 report provided by the U.S. Department of Justice ranked West Virginia 44th out of 48 states in the percentage of full-time state female law enforcement officers. The State Police also compares poorly to cities in West Virginia as well as federal law enforcement agencies with regard to the employment of female and African American sworn police officers. Given the under-representation of females and African Americans in the West Virginia State Police, the Legislative Auditor concludes that the State Police should enhance its recruiting methods in order to target these segments of the population.

Table 1			
African American and Female Troopers from 1998 to 2003			
Year	Total Troopers	African American Troopers	Female Troopers
1998	621	16 (2.5%)	13 (2.0%)
1999	663	15 (2.2%)	16 (2.4%)
2000	662	14 (2.1%)	16 (2.4%)
2001	667	12 (1.8%)	17 (2.5%)
2002	616	10 (1.6%)	15 (2.4%)
2003*	606	8 (1.3%)	16 (2.6%)

**August 2003 PERD analysis of West Virginia State Police data.*

Female and African American Trooper and Trooper Applicant Numbers Are Low

At present, the West Virginia State Police employs eight African Americans and 16 females, representing 1.3% and 2.6% of sworn-troopers, respectively. The 51st and 52nd cadet classes, in January 2003, included a combined total of 1,105 applicants. Of the 1,105 applicants, only 17 (1.5%)

were women, and only 14 (1.2%) were African American. Applicants to the 50th cadet class in January 2000 included only 12 African Americans (1.4%) and 22 females (2.6%). By comparison, the national average for female representation in state law enforcement agencies was 5.9% in the same reporting period, and the nationwide percentage of women in police agencies with 100 or more officers was 12.7% in 2001. It is apparent that African American and Female state trooper representation is low in West Virginia. Despite the low representation, the West Virginia State Police does promote its women and African American troopers to high ranking positions. **However, the Legislative Auditor recommends that the State Police conduct a self assessment to determine how it can improve its recruitment of females and African Americans.**

Revised recruiting methods are needed to increase the percentage of female and minority applicants.

Given that women represent over 50% of the state's population and 45% of the state's workforce, it is the opinion of the Legislative Auditor that revised recruiting methods are needed to increase the percentage of female applicants. Similarly, African Americans represent 3.2% of the state's total population and 2.7% of the state's workforce, yet only 1.3% of sworn state troopers are African American. Furthermore, the number of African American troopers has decreased every year since 1998 (see Table 1 above). The above data, as well as Table 1, indicate that the State Police needs to enhance its trooper recruiting methods to target both females and African Americans.

State Police In Comparison To Federal Law Enforcement Agencies

With women representing only 2.5% of its force and African Americans representing only 1.3%, the West Virginia State Police compares unfavorably federal law enforcement agencies. Only 1.3% of West Virginia State troopers are African Americans, which is only 40% of the representative 3.2% African American state population. Federal law enforcement agencies on average have a better representation of African Americans employed at 11.2%, compared to the national percentage of 12.9% African Americans of the total U.S. population. The employment of African Americans by federal law enforcement agencies is 86% of the representative percentage of African Americans at the national level. The following table indicates the percentage of women and African Americans with arrest and firearm authority in federal agencies.

Table 2 Federal Officers With Arrest and Firearm Authority			
Agency	Number of Officers	Percentage Female	Percentage African American
Immigration and Naturalization Service	19,407	12.1%	5.0%
Federal Bureau of Prisons	14,457	13.6%	24.9%
U.S. Customs Service	11,977	18.6%	6.9%
Federal Bureau of Investigation	11,398	18.0%	6.1%
U.S. Secret Service	4,266	9.7%	11.9%
Drug Enforcement Administration	4,111	8.6%	7.9%
U.S. Postal Inspection Service	3,175	17.7%	23.2%
Internal Revenue Service	2,868	28.0%	9.8%
U.S. Marshals Service	2,692	11.6%	7.1%
Bureau of Alcohol, Tobacco and Firearms	2,362	12.9%	9.2%
Average		15.08%	11.2%
<i>Source: U.S. Bureau of Justice Statistics Bulletin, Federal Law Enforcement Officers, 2002.</i>			

West Virginia Percentage of Female State Troopers Compares Unfavorably to Other States

Based on data available from the U.S. Department of Justice, the Legislative Auditor was able to calculate the percentages of female state police officers nationwide. With females making up only 2.5% of its State Police force, West Virginia falls far below the national average of 5.9%. Of the 48 states included in the data available from the U.S. Department of Justice, West Virginia ranks 44th in female representation. While only three states had percentages over 10% (Wisconsin, Michigan and Florida), 27 states had percentages over 5%. For complete information on the rankings of all reporting states, see Appendix B.

Recruitment Strategies Prove Successful At Targeting Women In Other States

The Legislative Auditor contacted states in which women make up 8%

or more of sworn state troopers to determine what recruitment strategies were utilized. Although the agencies contacted used different tactics, all used female troopers in the recruitment process or had female recruiting officers. Although the State Police does not have a female trooper in charge of recruiting, it does use female troopers in its recruiting missions. The Institute for Women in Trades, Technology, and Science (IWITTS) reported in the April 2002 edition of The Police Chief Magazine that *“A department’s recruitment staff should reflect the applicants it wishes to hire. Thus it is important that the staff include women and minorities.”*

Women and minorities should be used in the recruitment process, and day-care provisions could facilitate more female applicants.

Other factors may affect a department’s ability to recruit and retain women. Child care and the ability to be stationed near one’s family may limit a woman’s career choice. Wisconsin’s training academy is located at a U.S. Army base that has a day-care center which cadets are permitted to use. Oregon partners with businesses when conducting written and physical testing so that candidates may use the businesses’ child care facilities during testing. Oregon also has a liberal transfer policy and reports devoting a great deal of time and attention to geographical assignments. Four of the eleven states contacted offer educational incentives to all troopers which may aid their recruitment efforts. Massachusetts, Ohio and Delaware all offer some form of educational reimbursement or salary advancement. Florida offers free tuition at any state college or university and allows for 1 year educational-leave with pay. There are many strategies the State Police could utilize in its recruitment process that may increase the number of qualified female applicants. Some additional methods used by other states are described in Table 3.

Table 3 Innovative Recruiting Methods of Other States		
State	Female Representation	Methods
Wisconsin	14.03%	Women and other minority troopers participate in recruiting activities.
Florida	10.48%	Female recruiters , as well as Department of Transportation motorist-advisory-boards advertise that the department is looking for qualified females.
Maryland	9.87%	Conducts initial interviews geared toward women every six months, where female troopers discuss the realities of being a trooper.
Ohio	9.77%	Reminds all troopers that recruitment is everyone's responsibility. Also considers the involvement of female troopers in recruiting to be essential.
Oregon	9.19%	Prepares recruitment packages for each trooper to take on the road with them. Uses businesses which cater to women as partners in the recruiting process. Reports that it helps to have a female spokesperson for the department and that female recruiters are essential. Finds that referrals are the best recruiters.
<i>Source: Percentages represent 2003 PERD analysis of 2000 DOJ data. Methods derived from 2003 PERD interviews of various State Police Organizations.</i>		

West Virginia Percentage of African American State Troopers Compares Unfavorably to Other States

Based on the most recent data available from the U.S. Department of Justice, the Legislative Auditor calculated the percentage of African American troopers in other states and compared that to the percentage of African Americans in each reporting states' population. The Legislative Auditor was then able to rank the states regarding the representation of African Americans on the states' police forces. Of the 48 states for which information was available, 8 had African American populations below 0.8% and no African American troopers, therefore these states were excluded from the ranking. Out of the 40 remaining states, West Virginia ranks 35th, in front of Virginia, Kansas, Minnesota, Nebraska and Colorado. For complete information on the rankings of all reporting states, see Appendix C.

State Police In Comparison To West Virginia Cities

The average percentage of African American police officers in the state's ten largest cities is 3.9%, whereas females represents 4.6%.

The Legislative Auditor contacted the 10 largest cities in West Virginia (based on 2000 Census population levels) to determine how the State Police compares to local police departments. Table 4 below indicates that the State Police falls below the average for West Virginia cities, which is 4.6% of sworn female officers. The table further indicates that while 3 cities employ no African American police officers, 7 employ a higher percentage than the State Police (1.3%). The average percentage of African American police officers in the state's ten largest cities is 3.9%, which is more representative of the state's total African American population although not necessarily representative of the city's African American population.

Table 4				
Percentage Female and African American Police Officers in West Virginia's Ten Largest Cities				
City	Total Officers	Female Officers	African American Officers	African American City Population
Charleston	159	12 (7.5%)	18 (11.32%)	15.12%
Huntington	83	4 (4.8%)	2 (2.4%)	7.49%
Parkersburg	64	1 (1.5%)	2 (3.12%)	1.75%
Wheeling	83	3 (3.6%)	0	4.99%
Morgantown	51	3 (5.9%)	1 (1.96%)	4.15%
Weirton	39	1 (2.6%)	1 (2.56%)	3.86%
Fairmont	32	1 (3.1%)	0	7.26%
Beckley	47	2 (4.3%)	6 (12.76%)	22.89%
Clarksburg	40	2 (5.0%)	2 (5.0%)	3.83%
Martinsburg	39	3 (7.7%)	0	11.63%
Totals	637	Average 4.6%	Average 3.9%	Average 8.2%

Source: 2003 PERD phone survey. Population statistics from the 2000 Census

In order to determine how the city of Charleston recruits and retains a higher percentage of women than the West Virginia State Police, the Legislative Auditor contacted the Charleston Police Department. The Legislative Auditor was informed that in the past the Department worked with women already serving as police officers to identify issues acting as barriers to attracting more

female applicants. In addition, the city recruits year-round and reports that having female recruiters helps. The city also lets women know what the physical requirements will be before candidates are required to pass the Physical Ability Tests. **Finally, the city also offers training to all potential cadets in order to assist them in passing the required Physical Ability Testing.**

State Police Compares Favorably With West Virginia Sheriffs' Departments

With the help of the West Virginia Sheriffs' Association, the Legislative Auditor was able to survey 25 counties regarding the percentages of female and African American deputies. The Legislative Auditor found that of the 25 counties surveyed, no county had more than one African American deputy and only Berkeley and Raleigh county employed more than 1 female deputy as of August 2003. Furthermore, of the 527 deputies in the 25 surveyed counties, only 12 were female (2.2%) and 5 were African American (0.9%). By comparison, the State Police does a better job than counties in recruiting and retaining women and African American law enforcement officers. Complete information regarding percentages of female and African American deputies in the state of West Virginia is available below in Table 5.

Of the 25 West Virginia counties surveyed, 2.2% of the deputies were females while .9% were African American.

**Table 5
Female and African American Deputies in West Virginia Counties**

County	Total Number of Deputies	Female Deputies	African American Deputies	African American Population
Berkeley	41	2(4.8%)	0	4.69%
Boone	21	0	0	0.65%
Brooke	16	0	0	0.85%
Cabell	36	1(2.7%)	1 (2.7%)	4.29%
Doddridge	1	0	0	0.27%
Fayette	31	1 (3.2%)	0	5.57%
Hampshire	8	0	0	0.83%
Harrison	35	0	0	1.61%
Jefferson	16	0	1 (6.2%)	6.09%
Kanawha	80	1 (1.2%)	1 (1.2%)	6.97%
Lincoln	7	0	0	0.06%
Mingo	14	0	0	2.34%
Nicholas	20	0	0	0.05%
Ohio	35	0	1 (2.8%)	3.57%
Pendleton	2	0	0	2.12%
Pleasants	5	1(20.0%)	0	0.48%
Preston	12	0	0	0.29%
Raleigh	50	3 (6.0%)	1 (2.0%)	8.52%
Roane	6	0	0	0.22%
Summers	5	0	0	2.15%
Wayne	23	1 (4.3%)	0	0.13%
Webster	3	1(33.3%)	0	0.01%
Wetzel	7	0	0	0.08%
Wood	37	1(2.7%)	0	1.01%
Wyoming	16	0	0	0.63%
Total	527	12 (2.2%)	5 (0.9%)	3.68%

Source: 2003 Survey by West Virginia Sheriff's Association.

West Virginia's Recruitment Efforts

The State Police has implemented several new recruiting strategies.

The West Virginia State Police is aware that its low number of women and minority troopers requires a special recruitment effort. Since 2002, the State Police has implemented some new recruiting strategies. The most significant of these strategies is the formation of a Recruiting Committee made up of women and minority troopers. The Committee met four times between February and April 2003 in preparation for recruiting efforts for the 51st, 52nd and 53rd cadet classes. In addition, the Committee became involved with high school students across the state. The Committee is also responsible for the State Police recruiting booth at the 2003 Multi-Cultural Festival in Charleston. Furthermore, the State Police was able to partner with the State Division of Personnel to conduct statewide presentations aimed at recruiting women.

Despite its efforts, the State Police has not attracted an adequate number of minority applicants in 2003. Other possible recruiting strategies the State Police should consider, include:

- i Developing recruiting partnerships with businesses that cater to women (Oregon);
- ii Requesting permission to hang recruiting materials in women's locker rooms at health clubs and gyms around the state (Florida and Oregon); and
- iii Considering using non-traditional methods of recruitment, such as the Division of Transportation message boards, which are currently used for weather advisories and missing children alerts (Florida).

Restrictive Screening Process May Limit Pool of Female Applicants

Physical Ability Testing is a common method of screening potential applicants by law enforcement agencies in the United States. All police departments in the state of West Virginia are required by Legislative Rule to use Physical Ability Testing. A study conducted by the National Conference for Women in Policing (NCWP), in 2001, examined 62 agencies across the nation with 100 or more sworn police officers. The study found no consensus on the types of physical tests that should be used or how those tests should be scored. **However, agencies with no physical ability testing reported having an average of 15.8% sworn female officers while those with such a test reported 10.9%.** While none of the 17 women applying to the State Police

Academy failed the physical testing in 2003, it is the opinion of the Legislative Auditor that the existence of physical standards for entrance into the academy may serve to dissuade women from applying to the academy.

Options Other Than Physical Testing for Entrance Into the Academy Should be Considered

There are other methods available to screen applicants to the academy. Physical testing could be done away with, in favor of a health-based screening which is designed to assess general fitness rather than minimum standards for job performance. Health-based standards are used to expand the competitive pool of qualified applicants. Health-based standards are used by the U.S. Army, Navy, Air Force and Marines. Another option is to test the physical performance of recruits after they participate in a conditioning program. This method is used by the city of Charleston, West Virginia and by the U.S. Marine Corps, according to a recruiter contacted by the Legislative Auditor. The West Virginia State Police needs to recruit and consider the best applicants.

Health-based standards to screen applicants instead of physical testing should be considered.

Conclusion

State agencies need to reflect the population which they serve. The State Police needs to develop its recruiting methods so that the pool of applicants contains a larger percentage of women and minority candidates. This may lead to a larger percentage of qualified women and minority cadets and sworn troopers. There is a need for a more diverse police force in West Virginia, as research and experience indicates women make good police officers and may even diffuse hostile and dangerous situations better than their male colleagues. In addition, an increased African American presence on the State Police force may improve public service by improving the relationship between the State Police and African Americans. The State Police promotes its women and African American Troopers, however, the recruitment of more minority applicants should be a priority for the agency. As West Virginia ranks as one of the five worst states in the nation at hiring female troopers, it is the Legislative Auditor's opinion that there is room for improvement.

Recommendations

1. *The State Police should conduct a self assessment to determine how it can improve its recruitment of women and African Americans.*

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2. *The Legislature should consider studying whether changing to a less restrictive screening process would increase the pool of qualified applicants.*
 3. *The Legislature should consider requiring the State Police to report annually on its efforts, and the effectiveness of those efforts, to recruit women and African Americans.*

Appendix A: Transmittal Letter

WEST VIRGINIA LEGISLATURE *Performance Evaluation and Research Division*

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John Sylvia
Director

September 2, 2003

Colonel Howard E. Hill, Superintendent
West Virginia State Police
725 Jefferson Road
South Charleston, WV 25309-1698

Dear Colonel Hill:

This is to transmit a draft copy of the Full Performance Evaluation of the State Police, dealing with State Police Recruitment of Women and Minorities. This report is scheduled to be presented at 2:00 pm Sunday, September 7, 2003 at the interim meeting of the Joint Committee on Government Operations to be held at the West Virginia School of Osteopathic Medicine in Lewisburg, West Virginia. Directions to the school are also enclosed. It is expected that a representative of your agency be present at the meeting to respond to the report and answer any questions the committee may have.

If you wish to schedule an exit conference to discuss this report, please contact David Mullins or Shannon Riley Berman as soon as possible. In addition, we will need your written response by noon on September 5, 2003 in order for it to be included in the final report. If your agency intends to distribute additional material to the committee members at the meeting, please contact the House Government Organization Committee staff at 340-3192 by Thursday, September 4, 2003 to make arrangements.

We request that your personnel treat the draft report as confidential and that it not be disclosed to anyone not affiliated with your agency. Thank you for your cooperation.

Sincerely,

Handwritten signature of John Sylvia in cursive script.
John Sylvia

Enclosure

Joint Committee on Government and Finance

Appendix B: Female Trooper Representation

State	Total Troopers	% Female	Rank
SOUTH DAKOTA	150	1.33%	48
MISSISSIPPI	528	1.52%	47
NORTH CAROLINA	1,343	1.79%	46
WYOMING	148	2.03%	45
WEST VIRGINIA	671	2.53%	44
OKLAHOMA	867	2.65%	43
ALABAMA	739	2.71%	42
KENTUCKY	965	3.11%	41
LOUISIANA	1113	3.14%	40
GEORGIA	760	3.16%	39
NEW JERSEY	2534	3.20%	38
UTAH	406	3.20%	38
SOUTH CAROLINA	937	3.31%	36
NEW MEXICO	524	3.44%	35
KANSAS	478	3.56%	34
COLORADO	672	3.87%	33
MISSOURI	1,057	3.88%	32
VIRGINIA	1,790	3.91%	31
PENNSYLVANIA	4,098	4.03%	30
NEBRASKA	456	4.39%	29
NORTH DAKOTA	124	4.84%	28
TENNESSEE	924	5.09%	27
TEXAS	3,065	5.25%	26
INDIANA	1,255	5.42%	25
IDAHO	255	5.49%	24
ALASKA	323	5.88%	23
IOWA	666	6.01%	22
MAINE	332	6.02%	21
NEVADA	381	6.04%	20

MONTANA	197	6.60%	19
CONNECTICUT	1,059	6.61%	18
WASHINGTON	1,018	6.78%	17
VERMONT	290	7.59%	16
ARIZONA	1,034	7.64%	15
NEW YORK	4,922	7.64%	15
MINNESOTA	542	8.67%	13
RHODE ISLAND	219	8.68%	12
CALIFORNIA	6,509	8.93%	11
NEW HAMPSHIRE	308	9.09%	10
ILLINOIS	2,102	9.18%	9
OREGON	805	9.19%	8
MASSACHUSETTS	2,212	9.76%	7
OHIO	1,422	9.77%	6
MARYLAND	1,580	9.87%	5
DELAWARE	599	10.02%	4
FLORIDA	1,660	10.48%	3
MICHIGAN	2,083	12.43%	2
WISCONSIN	499	14.03%	1
Average		5.91%	

Appendix C: African American Trooper Representation

State	% of State Police are African American	% of Population is African American	Ratio	Rank
COLORADO	1.0%	3.6%	27.78%	40
NEBRASKA	1.0%	3.5%	28.57%	39
MINNESOTA	1.0%	3.0%	33.33%	38
KANSAS	2.0%	5.3%	37.74%	37
VIRGINIA	7.0%	18.40%	38.04%	36
WEST VIRGINIA	1.3%	3.0%	43.33%	35
DELAWARE	9.0%	17.6%	51.14%	34
SOUTH CAROLINA	14.0%	27.2%	51.47%	33
LOUISIANA	16.0%	29.7%	53.87%	32
IOWA	1.0%	1.8%	55.56%	31
KENTUCKY	4.0%	6.8%	58.82%	29
MISSOURI	6.0%	10.2%	58.82%	29
GEORGIA	16.0%	26.6%	60.15%	28
TENNESSEE	9.0%	14.8%	60.81%	27
CALIFORNIA	4.0%	6.4%	62.50%	26
NEVADA	4.0%	6.3%	63.49%	24
NEW JERSEY	8.0%	12.6%	63.49%	24
WISCONSIN	3.0%	4.7%	63.83%	23
OREGON	1.0%	1.5%	66.67%	22
NEW YORK	10.0%	14.8%	67.57%	21
ARIZONA	2.0%	2.9%	68.97%	20
OKLAHOMA	5.0%	6.9%	72.46%	19
NORTH CAROLINA	15.0%	20.0%	75.00%	18
MARYLAND	20.0%	26.4%	75.76%	17
MICHIGAN	11.0%	13.1%	83.97%	16
MISSISSIPPI	29.0%	33.1%	87.61%	15

ALASKA	3.0%	3.3%	90.91%	13
TEXAS	10.0%	11.0%	90.91%	13
CONNECTICUT	8.0%	8.2%	97.56%	12
ARKANSAS	14.0%	13.9%	100.72%	11
INDIANA	8.0%	7.7%	103.90%	10
OHIO	11.0%	10.5%	104.76%	9
FLORIDA	14.0%	12.7%	110.24%	8
NEW MEXICO	2.0%	1.8%	111.11%	6
PENNSYLVANIA	10.0%	9.0%	111.11%	6
ALABAMA	30.0%	24.0%	125.00%	5
WASHINGTON	4.0%	3.0%	133.33%	4
WYOMING	1.0%	0.7%	142.86%	3
RHODE ISLAND	6.0%	3.9%	153.85%	2
MASSACHUSETTS	8.0%	4.9%	163.27%	1
<p>* Population data was obtained from the Unites States Census Bureau Census 2000 ** % of African American State Police Officers was obtained from the U.S. Department of Justice *** States with a less than 0.8% African American population have 0% African American Officers and are not included **** Illinois did not report</p>				

Appendix D: Agency Response



West Virginia State Police
725 Jefferson Road
South Charleston, West Virginia 25309-1698
Executive Office

September 4, 2003

Bob Wise
Governor

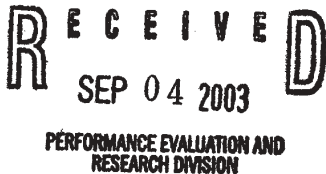
Colonel H. E. Hill, Jr.
Superintendent

Mr. David Mullins
Performance Evaluation and Research Division
State Capitol, Room W-314
1900 Kanawha Boulevard, East
Charleston, WV 25305-0610

Dear Sir:

I am in receipt of your most recent audit report regarding our recruiting of applicants for Trooper positions. We found the report to be factually correct and generally accurate regarding our ongoing recruiting efforts. Having just received the report on September 2, 2003 we have not yet fully analyzed and evaluated your recommendations, although, they appear to be reasonable.

I am anxious to appear before the committee and discuss the report, including the recommendations. We stand ready to accept any constructive input from the committee and we will work with them toward implementing any appropriate changes.



Sincerely,

A handwritten signature in black ink, appearing to read "H. E. Hill Jr.".
Howard E. Hill Jr.
Superintendent

HEH/sct

Equal Opportunity Employer

