



PE 08-14-438

LEGISLATIVE PERFORMANCE REVIEW WEST VIRGINIA STATE POLICE

Survey Comments



WEST VIRGINIA LEGISLATIVE AUDITOR
PERFORMANCE EVALUATION & RESEARCH DIVISION

JOINT COMMITTEE ON GOVERNMENT OPERATIONS

Senate

Edwin J. Bowman, Chair
Billy Wayne Bailey, Vice-Chair
Walt Helmick
Donna Boley
Clark S. Barnes

House of Delegates

Jim Morgan, Chair
Dale Martin, Vice-Chair
Sam Argento
Ruth Rowan
Patti Schoen
Craig Blair, Nonvoting Member
Scott G. Varner, Nonvoting Member

Agency/ Citizen Members

Dwight Calhoun
John A. Canfield
W. Joseph McCoy
Kenneth Queen
James Willison

JOINT COMMITTEE ON GOVERNMENT ORGANIZATION

Senate

Edwin J. Bowman, Chair
Billy Wayne Bailey, Jr., Vice-Chair
Dan Foster
Evan H. Jenkins
Jeffrey V. Kessler
Brooks McCabe
Joseph M. Minard
Robert H. Plymale
Ron Stollings
Randy White
Clark S. Barnes
Donna J. Boley
Dave Sypolt
John Yoder

House of Delegates

Jim Morgan, Chair
Dale Martin, Vice-Chair
Sam J. Argento
Robert D. Beach
Samuel J. Cann, Sr.
Mike Caputo
Joe Delong
Jeff Eldridge
William G. Hartman
Barbara Hatfield
Dave Higgins
Tal Hutchins
Harold Michael
Corey L. Palumbo

Daniel Poling
Margaret A. Stagers
Randy Swartzmiller
Joe Talbott
Troy Andes
Ray Canterbury, Minority Vice-Chair
Daryl E. Cowles
Carol Miller
Thomas Porter
Ruth Rowan
Patti E. Schoen, Minority Chair



WEST VIRGINIA LEGISLATIVE AUDITOR

PERFORMANCE EVALUATION & RESEARCH DIVISION

Building 1, Room W-314
State Capitol Complex
Charleston, West Virginia 25305
(304) 347-4890

Aaron Allred
Legislative Auditor

John Sylvia
Director

Michael Midkiff
Research Manager

Michael Castle
Research Analyst

Beverly Gandee
Research Analyst

Annamarie Short
Research Analyst

Comment
Number

Responses for Question Four

Under the present WVSP Administration, what do you consider to be the overall goal or mission to be?

- 1 This, changes on a month to month basis.
- 2 There have been several unofficial quotas. I have been EPA'd for not having enough road contacts.
- 3 More emphasis has been placed on highway patrol recently, taking away from criminal investigations.
- 4 Road Law=Federal Grants
- 5 It seems to change from road patrol to criminal work regularly
- 6 Often people want to believe goal is criminal investigation, but with volume of calls and other requirements time is very limited under current structure.
- 7 More criminal investigations, but asked to not neglect road patrol.
- 8 Emphasis on generating numbers/amount of activity.
- 9 State police should be focused on criminal investigations, as we are
- 10 I feel the state police has a very high success rate with solving criminal investigations.
- 11 Working a busy detachment it is extremely hard to write tickets because of the CI work.
- 12 Southern end of the state's primary focus is criminal investigations.
- 13 Primarily both but mostly highway patrol in certain areas (not Mine).
- 14 Depending on supervisors at company level will dictate their personal primary concern. I am happy that our troop supers focus is primarily CI.
- 15 Both areas are their main goal.
- 16 The WVSP should continue all efforts to be the best criminal investigators in the state.
- 17 Troop [Edited] is primarily investigation based.
- 18 We answer a large quantity of 911 calls taking up majority of time during our shift.
- 19 This is often determined by what the needs of a particular area/county needs (i.e. [Edited] has a bad Rx drug problem and copper thefts while [Edited] may work more wrecks and generate more traffic enforcement due to I-79.
- 20 Seems favoritism is given to members who concentrate on road patrol.
- 21 I feel criminal investigations should be a priority however the numbers of road contacts is emphasized greatly.
- 22 The overall mission is not concrete. It seems to change on a day to day basis. Therefore C is the only applicable choice.
- 23 Varies day to day
- 24 We have become the major 911 responder to calls. I believe that we are not encouraged to exhaust investigations such as burglary, B & E's to their fullest extent. Only get pertinent information and hardly ever investigate to a full time investigation.
- 25 Mostly Patrol
- 26 Black and white: Both patrol and investigations. Real Life: More #'s generated patrolling versus criminal investigations
- 27 But you better have road law, or they will be talking to you, should be criminal investigation first.

28 The push in troop [Edited] is for high activity (numbers) which is easiest attained by traffic work.

29 Troopers are pushed in Troop [Edited] for numbers. The easiest to get is warning tickets and citations

30 911 Calls

31 I do feel as though entirely too much emphasis is placed on traffic enforcement at the expense of criminal investigation

32 Hard to say write a lot of tickets you get told you're not going enough criminal work. Do a lot of criminal work and you get told about poor ticket #s.

33 [Edited] states that CI is the mission, but the Captains stress 911 calls. Each call may cause the responding officer to do follow-up report writing and court - which will reduce the amount of 911 calls answered by the officer to do a complete investigation.

34 Criminal investigations take a back seat to road patrol and 911 calls.

35 Contacts

36 Needs a balance.

37 Troop [Edited] is all about the tickets.

38 Would like to see more specialized units for specific tasks.

39 With emphasis on answering calls 911

40 It is difficult to focus on CI when it is stressed that a certain amount of activity is necessary by the end of the month.

41 It seems as though it's more about quantity than quality that is normally associated with a DPs investigation.

42 Our detachment allows us to do CI, but you're still pressured for tickets and 911 calls...However, there are 4 times the deputies to cover 911, so we should be able to do more CI.

43 This is mainly due to the fact that one hour of road patrol can produce more activity numbers than any other area.

44 You are judged by your numbers and traffic work are the way to obtain high numbers. Unless it gets a number, it doesn't seem important.

45 Mostly concerned with numbers. One investigation can take a lot of time.

46 It has a lot to do with which troop you work in. The Department no longer has a standard throughout the whole department.

47 However depending on which supervisor is reviewing your activity will dictate which is of more importance. There is a trend which is leaning toward more highway patrol and less criminal investigation, but "ON PAPER" both are given equal treatment.

48 I feel the focus is on tickets instead of solving crime.

49 We are expected to have 100 contacts per month (tickets) regardless of how many cases we are working.

50 There are more investigations to conduct and not ample time to follow-up it seems mastering time management is required. Impossible quite frequently though.

51 It seems it changes from year to year.

52 [Edited] has openly stated that criminal investigations are the backbone of the WVSP, and that's how we earned our reputation, but he also feels that traffic enforcement can produce some good criminal work.

53 The administration emphasizes numbers. Highway patrol is an easy way to build

numbers.

54 It depends on where you are stationed at .

55 However, some within this department consider road patrol and tickets more important because it makes for good numbers

56 I believe to be B, but each troop has its own agenda.

57 On small pests we spend more time answering calls and criminal investigations. We try and spend-time on the road when not busy with other investigations.

58 There would be more time for both areas if there was not all the paper work time spent on documenting all activities.

59 Every past administration has been only concerned with Numbers, citations, warnings, etc. This is the 1st administration in 15yrs that has made criminal investigation a priority, and it should be.

60 As the quality of our recruits lessens, our ability to conduct adequate investigations shrinks.

61 We don't have a defined goal. I believe our goal is to justify our existence and produce activity.

62 Report Beam kills both

63 I am assigned to a special unit within the department. I generally do not see or hear about detachment level activity. Our special unit is for [Edited] only.

64 To justify my day I still have to have contacts/tickets if I did not take on complaint that required criminal investigation.

65 But you better get your contacts.

66 They stress contacts for activity.

67 They say B, but it gets split due to lack of manpower.

68 Goals may change day by day depending on what is going on in the troop, district, county.

69 However, it appears to be more toward tickets and road law.

70 Constant rhetoric is used to describe the importance of criminal work and placing criminals in jail, but at the end of every month and at every class all that is talked about is the "numbers" or tickets.

71 Answer depends on what supervisors want.

72 Troopers can write 100 citations and another troop could work a major investigation and clear it, and the troop with the 100 citations will be put on a pedestal.

73 Smaller detachments in rural areas criminal investigations are more the goal. Larger detachments are probably equal with road patrol/investigation.

74 I always conduct road patrol while investigating crime

75 I think we are supposed to be both, but most of our time is wasted on useless 911 calls.

76 The WVSP admin. Also places 911 calls as a top priority.

77 Activity appears more important than a complete investigation. (Quantity, more than quality). This is not a departmental, district or troop reflection but a state wide assessment.

78 But I feel there is a greater emphasis on quantity than quality.

79 Per. Cor=Crime: However, Mid-Level supv=Patrol

80 I believe too much emphasis has been placed on road patrol at certain troop levels.

- 81 Late reports are punished. Investigations solved are never mentioned. As long as reports are submitted no one cares if it is solved we are only reporting crime.
- 82 The unfortunate thing is we try to balance both aspects of law enforcement but if you take on too many criminal investigations your highway patrol lacks and you hear about it. Criminal investigations are always more important than road law.
- 83 Except on Care Weekends (Holiday weekends) and click it or ticket patrols.
- 84 We do not and should not work for the 911 Centers. Taking their calls, our own calls, and investigations is asking too much when our manpower per county is normally much, much lower. We should only take 911 calls on a voluntary basis, not when they decide to "roll over" what they don't want.

Responses for Question Five

Does your detachment have a good working relationship with other law enforcement agencies/officers in your work area?

- 1 The 911 communications is the central break down of our area in this section.
- 2 Depending on county administrators and elected sheriff-not the current sheriff.
- 3 Our biggest problem is with the sheriff and his department and 911
- 4 Higher ups in Sheriff's dept. continually have a problem with the WVSP getting any calls. The good deputies seem to get along fine with troopers.
- 5 [Edited] Co-No, [Edited] Co-Yes
I just recently transferred to [Edited] - Troop [Edited]. I transferred from [Edited] troop [Edited]. Haven't really been here long enough to get a good feel for things.
- 6 Many of my responses will be as a result of experience in troop [Edited] where I was stationed at [Edited] and [Edited].
- 7 It is the opinion of this officer that the working relationship between. [Comment incomplete]
- 8 I do not feel a good relationship with the Sheriff's office however, the city officers are fine.
- 9 If no one else at my office does, I do.
- 10 Part of them.
- 11 I feel that we do have a good relationship with other agencies.
- 12 [Edited] County has an excellent relationship with county, local and DNR officers as well as probation/parole and prosecutors office.
- 13 Overall it does. Some of the deputies are considered dirty and do not get along with us.
- 14 The [Edited] Detachment takes a majority of all calls in the county and almost all call outs between midnight and 8am.
- 15 Not absolute, lack of information sharing and upper management with other agencies. The Sheriff Office does not like the state police and they want to pawn calls off on us.
- 16 They don't realize that we work a different way than they do. We get along w/most of the city officers.
- 17 Jealousy. No understanding of what is required of a trooper compared to the duties of a city officer or deputy
- 18 Except for [Edited] Co. Chief Deputy [Edited]
- 19 911 Calls are dispersed directly at times to the sheriff's office.

20 Calls for service through 911 centers are competitive and political
21 Not with Sheriff's Department
22 WVSP responsible for nearly 100% of law enforcement needs, sheriff dept. lacks
sufficient trained deputies.
23 We are actually working alone much of the time. We have [Edited] city officers in the
county and [Edited] deputies. Almost all of the criminal work is done by the state
police.
24 [Edited] Co. is patrolled mainly by WVSP w/little or no help from S.O. Or
municipalities. WVSP [Edited] might as well be a 24hr post due to troopers in [Edited]
Co. are responsible for all calls, including 911 calls, if no one is on duty.
25 The other detachments are cordial, however, the Sheriff is an elected official and any
case that is news worthy tends to not be shared with us. Information on such cases is
not readily available because the intent is to get credit for the investigation rather
than just solving the case.
26 It depends on which shift and day you are working.
On the most part the lower level officers and troops working the road appear to have
27 a good relationship. It appears to me that the dept. heads and mid-level managers
always has motive that go beyond law enforcement.
28 Except for Sheriff
29 The [Edited] Co. S.O. depend on each other to provide service for [Edited] Co.
30 To some agencies/officers
31 I think everyone has differences, but for the most part we have a good working
relationship.
32 Agencies and Officers within this county commonly call upon the State Police for
assistance.
33 For the most part
34 90% of the road guys get along just fine with other agencies.
35 Have problems with the older deputies in county. But younger guys seem to know
that we work together we solve more crime.
I worked as a deputy prior to becoming a member of the WVSP. In [Edited] Co. some
36 deputy's are great to work with, but others will not even speak or acknowledge you
when pass each other on the road. This depends on what county trooper is assigned.
In [Edited] Co. the relationship was great. It is hit and miss in [Edited] Co.
37 Not a great relationship with the county.
38 There are individuals that do not get along.
39 Young officers with other agencies, we work well with, but with older officers they
seem to distance themselves from the WVSP.
40 Best working relationship I've had in my career.
41 I work at a smaller detachment and 75 percent of the time my back up is from another
agency.
42 We work great with east end deputies and for the most part all deputies.
43 This is not the case for all areas, but my detachment has a good relationship with
them.
44 Assisting other agencies doesn't get you numbers.
45 [Edited] S.O. does very little police work and is rarely available.
46 Since I am the whole detachment I do have a very good working relationship with the

S.D. and the city.

- 47 Except the Sheriffs Dept but will change in 2009.
- 48 Yes, However, of the surrounding police officers are being investigated or have been federally indicted for wrong doings. So you trust them but normally opt to go on calls for service by yourself despite the severity of the call because the situation is normally dangerous enough that you don't want to feel that you need to worry about the officer that is supposed to be there to help you.
- 49 Except with sheriff. This will be changing in January 2009
- 50 Except with [Edited] Co. SD
- 51 The State Police has a greater work load in [Edited] Co. due to lack of work and effort from other law enforcement agencies in the area.
- 52 [Edited] and [Edited] police departments work well with us. [Edited] Co. SO chief Deputy refuses to work with state police.
- 53 Sheriff Office no, City PD yes
- 54 Terrible with Sheriff's Department.
- 55 From what I've heard from surrounding counties, we have a great working relationship with other agencies/officers.
- 56 The agencies in my area have a good working relationship overall. We rely on each other because of the limited manpower.
- 57 We have to they're the only help we have.
- 58 In our county there is only [Edited] deputies and [Edited] city officer. These agencies do not take calls when they are not working forcing my office to answer all calls when They are not working.
- 59 We work a small county and only back-up or assist local agencies. This is not a good thing because local agencies are normally very political and lack training.
- 60 There are some complications with the Sheriff's Dept. at times.
- 61 A working relationship isn't a good comment. We have a good relationship with them. We work, and they watch.
- 62 Although we are constantly being taken advantage of by local police departments, due to the State Police's Policy, "we will handle every call" policy. This just isn't possible all of the time and it hurts morale and sometimes local agencies just only want to handle the big call or just are lazy.
- 63 We are the largest (primary) law enforcement agency in the county and don't have to compete with deputies for calls. This makes it easier to get along with them.
- 64 It can, but depends on which officers interact with each other.
- 65
- 66 There is considerable dissention between the WVSP and the Sheriff's Dept.
- 67 Attempts are made, but other local law enforcement don't make much attempt.
- 68 Always room for improvement.
- 69 I work out of the [Edited] department from what I have seen and depending on what county I'm in, it depends on the officers involved. I do not work at the detachment level
- 70 [Edited] of the [Edited] of us do; however two do not and for the most part are not liked by some of the other agencies/officers.
- 71 On most occasions
- 72 But there is always a bad apple somewhere.

72 There are problems with some officers in the area, Chief of Police especially.
 73 [Edited] County sheriff's office working relationship is good. [Edited] County is very
 poor.
 74 Although we cover two counties, we work well with the other agencies...when they
 are actually out to work, which seems rare.
 75 At the [Edited] detachment we never have to worry about assistance from other
 agencies.
 76 Very good compared to neighboring counties.
 77 We work well with the only two other agencies here - [Edited] County SD and [Edited]
 City Police.
 78 We only have 3 troopers at our office working with local agencies is essential to
 adequately performing our duties.
 79 Some officers, but not agencies as a whole.
 80 Between 911 and State Police is not good.
 81 There are "turf wars" and battles between supervisors over issues about "the
 numbers" all of the time. This creates preconceived notions about all troopers.
 82 Between officers it's ok at times. Between departments there's always stress.
 83 We work very well with local authorities.
 84 3-4 man posts have to rely on other agencies for back-up, information and locating
 suspects.
 85 However, in [Edited] Co. some higher up S.O. members do not work well with WVSP
 members.
 86 I would consider [Edited] County to be one of the better counties in the general area
 as far as cooperation goes.
 87 Overall: However, Current Sheriff/Deputies do not provide adequate coverage on
 weekends and holidays.
 88 [Edited]/911 operators @ 911 Center, ensure the SD receives all calls and WVSP only
 receives bad calls. City Police good relationship.
 89 [Edited] has a bad attitude toward WVSP. I believe it's a jealous thing, most of the
 deputies tried to get into WVSP and failed.
 90 Overall yes, except for the [Edited] Co. SO. I have worked with many agencies but
 never had one agency that as a majority dislike the state police.
 91 Individual officers/Troops do Administration does not.
 92 Between officers is good. Between administrations No.
 93 We have good working relations with the individual deputies, small town officers, and
 individual city officers, but not necessarily the agency's admin...including 911.
 94 With some officers yes, but as a whole no.

Responses for Question Six

*Do you feel as though the area you work is provided adequate
 police coverage at all times?*

- 1 WVSP cannot provide 24hr coverage in the [Edited] area.
- 2 Yes, most of the time with other agencies involved, but not always if just our own
 units.

3 Yes in [Edited] county
4 With only [Edited] officers and no Sheriffs dept. there are several times this county is covered by another county.
5 With no troopers on duty after midnight and only one deputy to cover the county we are getting a lot of breaking and entering.
6 With increasing 911 calls for service, it seems we are often spread across the board traveling from one end to the other from call to call.
7 When I am not working there are no state troopers working in my county.
8 We take the majority of calls for service from 911 as well as all the DPS calls. We could use at least one more man.
9 We only have one Trooper on call from 2400 to 0800. That seems to be a problem. The Trooper is normally out all night running calls by himself.
10 We only have [Edited] field troops and if someone takes a day off or calls in sick-there is sometimes no one covering a shift. Most times there is only 1 trooper per shift.
11 We need troopers and the sheriff's dept doesn't help out much.
12 We need troopers
13 We just keep our heads above water. Calls are answered, but there are cases that probably could be solved and arrests made if time permitted. So much in coming you get to the freshest (hottest) investigation that can be solved fairly quickly.
14 We have to spend many days on call and just sit by the phone waiting.
15 We have a serious manpower issue at the WV State Police [Edited] Detachment.
16 We have a midnight shift that has one unit or two units only.
17 We have [Edited] troopers to cover our county 7 days a week/365 days a year. We do this but sometimes our trooper is on call for days, but can only count 40 hours working. It works, but it's hard.
18 We have 2 major highways which intersect in our county (Edited) I don't feel that one Sgt and [Edited] troops is enough. We do not provide coverage from midnight to 8am. The sheriff usually has one deputy out after midnight. No Sgt. believes he has enough coverage.
19 We have 100K plus population we have on regular 1-4 on shift. No time to respond to 911 calls and follow up to provide the citizens adequate help.
20 We don't have enough manpower to cover 24/7. Sheriff's Dept. and local PD have some problems.
21 We do not have the manpower for a 24hr patrol, but we do it, which causes fatigue and sleep disorders.
22 We do not have enough manpower to cover all shifts. We must rely on the other agencies or detachments to at least maintain an "on call" coverage status.
23 We do have a big sheriff office, but we only have [Edited] + [Edited] field troops. [Edited] Co. is a big area to cover.
24 We cover 2 counties, we have [Edited] troopers and a lot of times deputies refuse to take calls or don't show up for shifts.
25 We could use more troops at the Detachment level, specifically at the [Edited] Detachment. With only two troopers and a Sgt. at the detachment, it is very hard to provide adequate police coverage.
26 We can always use more manpower.

27 We are the largest county east of the [Edited] River and have about [Edited] troops to cover it. We need twice as many people to just cover the area.

28 We are short staffed and cannot fill a schedule without district coverage.

29 Very poor S.O., not enough troopers in small county.

30 Usually, there is one trooper and maybe two deputies working.

31 Under manned, no law enforcement after midnight.

32 Troopers continue to quit because of the stress of paperwork and mainly immaturity upon being hired.

33 Troopers at the [Edited] Detachment take all night calls by their selves with no assistance and predominately all calls in general alone.

34 Troop [Edited] needs more troopers to handle the number of calls requested.

35 Too many calls for adequate coverage.

36 This detachment cannot provide adequate police coverage with [Edited] troopers. I keep losing troopers and the work load goes up

37 There's not near enough overtime money to allow us to stay out and work as we are sometimes needed. Note...Paid or unpaid we make sure the people are taken care of.

38 There just aren't enough troopers.

39 There isn't enough manpower at our detachment for coverage.

40 There could always be more.

41 There are times when one to two troopers handle three counties and no one is working after midnight and must be called at home. Night calls are always for two counties, one trooper.

42 There are times when 1 officer is working the entire county.

43 There are no police on duty from midnight until 8am in most counties and usually only 1 police officer on call. This is the time period when a lot of crimes occur.

44 There are [Edited] troopers which was transferred here and now there are [Edited] We are in the top 20 in overall activity in the state.

45 The state police is not a 24hr post in [Edited]. [Edited] county Sheriff's Dept. is 24hrs. But has only 2 deputies out.

46 The State Police in our area take the majority of calls, and we are understaffed for the size county we cover.

47 The sheriff's department isn't available to take calls most of the time especially after midnight to dayshift. The state police is the main law enforcement unit in the county

48 The county I work has 24hr Sheriff's Dept. coverage, but due to a lack of personnel we have a trooper on night call and not out patrolling or taking 911 calls.

49 The City of [Edited] staffs a midnight shift for the entire city at times with just 6 officers.

50 The [Edited] Detachment has only [Edited] members and if anything exceptional happens there is no one to cover the schedule.

51 [Edited] county covers for [Edited] Co. and vice versa for night calls, other day and evening shifts from time to time-usually one trooper on duty.

52 Sometimes have to cover other counties.

53 Some of the rural counties have little coverage in the evenings and on weekends.

54 Some areas are only seen when a police call takes place. Not enough manpower

55 Small police force: [Edited] Troopers, [Edited] Sheriffs. There are times without coverage.

56 Sheriff's Department works 24 hrs.

57 Sheriff's Department allows us to handle most calls while they are out on a small matter.

58 Population of 100K plus in [Edited] Co. [Edited] troops to provide coverage, plus [Edited] Sgt. and [Edited] Boots.

59 Personnel shortages

60 Pay, poor retirement, overwhelming paperwork causes new hires to resign, or veterans to seek other employment

61 Our office rarely has more than one trooper working at a time. Requests for manpower are not granted for some reason which is unknown.

62 Our office does not have adequate coverage. We are on call sometimes during the day and always at night. If we have to come in on call it may take over an hour to respond. We are on call way too much.

63 Our detachment provides 24/7 Coverage, however the local sheriff does not, backup is often unavailable.

64 Our detachment needs at least 1-2 other troops to cover the county.

65 Our detachment has [Edited] troops including supervisor to cover two counties. Troops often work their entire shift solo with minimal assistance from county and city authorities.

66 Only three members are assigned to the detachment I work.

67 Only have [Edited] troopers for 700 miles of roads, 18,000 people, 24hrs a day, 365 days a year.

68 Only four members working at [Edited] on call after 2400hrs.

69 Only 3 troopers including Sgt. All detachments should have 4-5 personnel. Many shifts in day and night are not adequately covered. No coverage after midnight.

70 One trooper routinely covers two counties causing a significant delay in response times.

71 One trooper for 2 counties several nights a week.

72 On occasion, one trooper covers the entire county during an 8 hour shift no 24 hour coverage.

73 On duty or on call for two or more days at a time.

74 Not enough troopers to provide back-up at all times or even for vacation days off.

75 Not enough officers, sometimes only two troopers for three counties.

76 Not enough officers in the county.

77 Not enough members in count to run 24hrs

78 Not enough manpower to take calls, run traffic, and follow- up and solve crime.

79 Not enough manpower to cover the area.

80 Not enough manpower

81 Not enough manpower

82 Not enough for county

83 Not adequate SP coverage-there is only one trooper covering the county on midnights.

84 No midnight shift, Usually only one man per shift.

85 No midnight shift for troopers

86 No law enforcement presence after midnight. Not enough manpower.

87 No law enforcement between midnight thru 8 a.m. state-county-city [Edited] Co).

88 No coverage after midnight

89 No active coverage from midnight to 8am. On call status. General public may not be aware of this.

90 Nights and early mornings are the scantest coverage.

91 Need more troopers assigned to detachment

92 Need more personnel

93 More working troopers are needed at all detachments

94 More troopers are needed to adequately patrol the county.

95 More officers needed

96 More manpower is always needed.

97 More man power is needed considering the amount of crime in this area.

98 Midnights should not be a one man shift!! It needs to be understood that this is no longer "old school era". We are not permitted to do things we used to do. People don't fight anymore, they shoot to kill.

99 Many days the deputies are tied up with Bailiff duties, therefore, we have 1 trooper covering the county.

100 Manpower

101 Lack of state police units in [Edited] co. Dod's change and leave gets cancelled. Always pulling men from small detachments to do special details.

102 It is virtually impossible to field a schedule with 3-4 troopers, making call-outs inevitable.

103 Insufficient Manpower

104 Increase Manpower

105 In troop [Edited], at detachment I worked at I would answer yes. At [Edited] we have [Edited] troopers, [Edited] deputies and a municipal officer or two in the county. Not as busy, but adequate coverage is not always there.

106 In the [Edited]+ [Edited] we run call to call with little time to run traffic

107 In a county with two major cities with their own PD and a sheriff dept with [Edited] deputies. The few troopers are expected to maintain the same numbers and call volume as larger departments.

108 If you patrol rural areas, you can't obtain road law contacts in quantity, so the rural areas never see troopers.

109 If you consider the county officers. Since there are many counties with only call outs for midnight shift, [Edited]. County is covered well with 1-2 troopers out on midnights.

110 I would like to have more Troopers so a midnight shift would be possible - Sheriff's Office currently covers midnight shift.

111 I work mostly alone on weekend shift, and the sheriff's dept and city police might have one officer working trying to provide adequate coverage is difficult.

112 I work in a very large county with small revenue. If there is only one trooper out than the sheriff dept is very strapped and cannot handle 911 calls.

113 I work [Edited] Co. and feel that most of the time when I take on an investigation it will not get my full attention. This is due to having to answer 911 or calls through SP

- communications along with road patrol or being stuck at the office answering phone calls.
- 114 I rarely see another officer, and it doesn't matter if you get behind on calls. The schedule is based on convenience of the supervisor.
- 115 I have myself and [Edited] troopers to cover [Edited] Co. There are times we are the only law enforcement covering the whole county. I can only schedule one man per shift all the time.
- 116 I feel that [Edited] Co. is incredibly under staffed as far as the WVSP is concerned.
- 117 I don't feel as though there is enough Manpower to give the community enough coverage nor is there enough manpower to be available to assist another officer if a situation arises.
- 118 I believe the residents of all counties deserve 24hr coverage by the WVSP.
- 119 I believe the [Edited] Detachment is under staffed for the amount of work required. However, state police need to have a night shift in this area, midnight is covered by
- 120 deputies.
Generally, we get used for a lot on non blue functions i.e. fingerprinting, child abuser registry, transporting (non-police personnel).
- 121
- 122 For [Edited] yrs the detachment was a Sgt. and a trooper.
- 123 Everyone could use more manpower
- 124 Due to the large amount of traffic and part time residents I feel the current amount of police coverage is inadequate.
- 125 Due to manpower shortages within the state police a trooper is required to be "on call" from midnight until 0800hrs each day. There are almost no deputies available during this time.
- 126 Due to a high volume of calls and booming population the [Edited] detachment is understaffed by at least 10 troopers.
- 127 Don't have 24hr coverage
- 128 Coverage is horrible, we work two counties and coverage is extremely poor. It's becoming a safety issue.
- 129 Could use one extra man on station to cover schedules when members are absent . There is enough work in county for extra man. I work 4-5 days by myself to cover county.
- 130 Could use 24hr coverage
- 131 But we could do a better service to the public with twice the troopers currently here.
- 132 Budgets cuts doesn't allow for adequate manpower. We could use two more troopers at my detachment as others need more as well.
- 133 Both the state Police and Sheriff Dept get off duty at Midnight
- 134 Being limited by having night calls and not getting paid is not adequate police coverage.
- 135 Based upon the population expansion in the past ten years our manpower has not kept up with this growth.
- 136 At times one trooper is covering calls or only one on detachment for two to three days straight.
- 137 At times officers work county without back up for 2 officer calls such as Domestic.
- 138 At some times there is only one officer for the county.
- 139 At least one more Trooper at the [Edited] Detachment would be helpful.

140 As much as manpower will allow.
141 As in most police dept, we feel undermanned.
142 As good as possible with the manpower we have.
After midnight, there is generally only [Edited] officers in eastern [Edited] co, [Edited]
143 pd, 2 county and one DPS.
144 After midnight you only have 1 trooper out.
145 Adequate coverage, just not enough troopers to take away the load.
146 Additional troopers in all area would benefit everyone from the working troopers to
the public.
147 Absolutely not. Many times one trooper is on without any other law enforcement
assistance to cover 1,044 sq. miles. That is the size of [Edited] counties combined-plus
20 or so extra miles.
148 Absolutely NOT! One man can't cover 800 square miles safely or adequately.
149 A huge and spread out county. Normally 1 on duty at a time. We need more officers
to provide accurate and efficient coverage.
150 [Edited] men on schedule does not allow for 24 hours coverage.
151 [Edited]-24 hr coverage/ WVSP 12 hour coverage.
152 [Edited] troopers slotted for 7-8. The [Edited] panhandle is a forgotten about area.
[Edited] Not a good disbursement of troopers
153 [Edited] troopers handle half of the 911 calls and thirty something deputies handle the
other half.
154 [Edited] total troops stationed in [Edited] Co.
155 [Edited] provides nearly all coverage with only a [Edited] member detachment with 1
supervising sgt.
156 [Edited] is very busy and [Edited] has their hands full. The county crime is picking up
and between the county and us we field approx. [Edited] officers per shift to cover the
entire county.
157 [Edited] is a high crime/drug area and could always use more troopers.
158 [Edited] detachment needs to have four) troopers stationed in the county. In the last
seven years this detachment has operated with no more than [Edited] troopers and
for approx. two years with [Edited] troopers
159 [Edited] detachment is extremely low staffed. Many times only two officers are
working the whole county.
160 [Edited] Detachment currently has [Edited] members. [Edited] Sgt.s, [Edited] road
troopers. The [Edited] has approx. [Edited] members to provide service for a large
county w/increasing crime.
161 [Edited] County is the third most populated county in the state. [Edited] PD handles
violations within city limits. Outside this area, violations are handled only by the
Sheriff and State Police.
162 [Edited] Co. is very busy and at times there is not nearly enough coverage.
163 [Edited] Co. is only covered from 0800-0001 hrs. Officers take night-calls and are
often called out during sleep. Most citizens know the county is not covered in early
mornings.
164 [Edited] Co. is extremely understaffed as are the majority of counties in the state.
165 [Edited] Co. is a very rural area with no other agency assistance. Often times 1-2
persons could be responsible for the whole county with no back-up in close proximity.

166 We need more manpower.

Responses for Question Seven

Has there been any change in WVSP Administrative Policy that has affected the level of job related stress you experience while on duty?

- 1 The policy doesn't increase stress-the administration does on how its enforcing policy.
- 2 With the exception of added paperwork.
- 3 Where do I start?
- 4 Unwritten Policy in Troop [Edited]
- 5 Troops are more worried about getting into trouble than reacting to a situation.
- 6 Traffic stop Dolo Forms are a complete waste of time - new in-car camera flash cards should be copied to a disc by the trooper, not the detachment commander.
- 7 Traffic crash investigation Policy #45
- 8 This job breeds stress, both external and internal
- 9 This is a high stress job and much of the stress is created from trying to conform to policies and meeting paperwork deadlines. There is a tremendous amount of paperwork in this job, and I understand there needs to be good documentation when you are taking someone's freedom away from them. Every time there is a policy or law change, it seems like we get more paperwork to do.
- 10 There have been a lot of specialty positions created by this administration that has pulled working men from the field which has created a hardship on manpower.
- 11 The pursuit policy, in-car camera policy, new accident policy, and having to submit reports in 14 days is tough. The pursuit and in-car camera policy are hard to follow step for step. They appear made to hang a trooper.
- 12 The policy for adding promotional points for those able to pass the physical fitness run. Why does a [Edited] year old man have to meet the same fitness standard as a 21 year old? STRESS!
- 13 The high demand for numbers
- 14 The fact that investigation reports have to be turned in within 14 days instead of 30 has caused some problems. The fact that every time the department is required to do or perform a new duty the responsibility is placed on the working troopers. This makes it very difficult for us to do our real job, prevent and investigate crime.
- 15 The complexity of new reporting systems for crash reports has most notably increased stress level.
- 16 Stress levels increase when additional responsibilities are placed on the WVSP by the legislature without a significant increase in manpower to complete those tasks and without sufficient overtime/salary funding to complete those tasks. Policy has improved to meet the current mandates placed on WVSP and to reflect current issues faced by the department.
- 17 Stress is relative; it's how you handle it.
- 18 Since I've been in, I can't recall any change to reduce stress. We seem to keep getting more put on our plates.

- 19 Several new policies are directly the responsibility of the detachment commanders. It hasn't added a great deal of stress but has increased work.
- 20 Right or wrong, the Administration seems to find problems at the lowest level, even if the problem exists at higher level. If there are no waves made in Charleston a problem doesn't exist.
- 21 Right off the top of my head there is one. The commuting policy. I still after [Edited] years almost am stationed nearly [Edited] hours away from my home and family. Now I have to pay for the gas to go to work, even when work is on the way to work.
- 22 Report has added additional time to complete accident investigations.
- 23 Report Beam, in-car camera.
- 24 Report beam has increased stress for accidents.
- 25 Report Beam accident submission needs revision.
- 26 Pursuits, video
- 27 Pursuit, use of force, keeping loss for everything.
- 28 Pursuit Policy - Having to multi-task several procedures to avoid reprimand while chasing a vehicle w/out being able to take aggressive actions to stop the pursuit before ending in a possible tragedy.
- 29 Pursuit policy. Very good policy, but a lot to remember while driving.
- 30 Pursuit policy, not able to adequately cover situations due to policy and fear of reprimands or worse.
- 31 Pursuit policy, its stressful enough being in a pursuit, let alone trying to abide by everything in this extensive policy.
- 32 Pursuit and Camera cannot be followed as written at all times. Time given by policy for criminal investigations is too short.
- 33 Promotional list getting changed by new administration.
- 34 Problem with Military Leave. Am told that I need orders signed by CO for drill weekends. No such orders exist for an individual. A drill schedule is handed out for whole year which is signed.
- 35 Policy requiring an NCO to be on call at all times. If I'm not working I'm still on call and I have to explain that to my wife and kids why I can't do certain things or go certain places.
- 36 Policy of aggressively documenting minor violations - example - Negative EPA for failure to wear hat on a traffic stop.
- 37 Policy changes per se have not changed. However, threats of punishment/reprimand have. This department is a "do as I say", not do as I do" entity.
- 38 Policies implemented that result in more and more paperwork for us.
- 39 Policies can be over-ridden by the Administration.
- 40 Pursuit Policy
- 41 Paperwork, repetitious forms, emphasis on highway patrol, new accident report forms-computers.
- 42 No specific change. Except the constant change in all policies.
- 43 New accident report system.
- 44 Necessary evils such as paying for departmental fuel during contract details

- 45 Most recently the report beam, submitting report by end of shift. Extra requirements by the department for submitting military leave. The department's failure to advise military members of retirement issues prior to leaving on active duty when called up on Title 10 orders.
- 46 Micro Management = STRESS.
- 47 Level of stress has increased; however not due to policy.
- 48 It's just part of the job.
- 49 It seems there are so many policies and they change so often that it is hard to keep track of them all and make sure you are following all of them.
- 50 It almost feels that no matter how you handle a situation there is always some loop-hole to where the upper echelon can punish you even if your actions are in accordance with WVSP policy and State/Fed Laws.
- 51 In general there are so many rules to follow and paperwork that didn't exist 10 yrs ago that it does affect stress.
- 52 I think this is more so in this troop due to the way it is run by the current supervisors.
- 53 I feel policy change due to lawsuits has increased reporting and how we respond on scene, increasing stress.
- 54 I don't know how to answer. This is a stressful line of work. We seem to all have one more thing added to do i.e. finger prints.
- 55 I can remember a time when it was exciting and quite rewarding to get ready for duty. Now it seems as though the stress has increased because everyone is under so much pressure to have an adequate level of activity.
- 56 I believe that low manpower and lack of enough civilian employees adds to the stress level
- 57 Excessive documentation of everything-end of month paperwork increases almost monthly. Pursuit policy is a joke and puts the trooper involved in a position to be reprimanded in some manner 99% of the time. Some for use of force.
- 58 Emphasis on Road Law V. Criminal Investigation.
- 59 Crash policy generates stress due to added time doing report. 14 calendar days to complete investigation on crimes and crashes, which include days off when you cannot work and then you have to do it at home taking time from family. Policies wrote to make the employee incapable of following, i.e. pursuit, camera.
- 60 Call weekends/traffic stop data forms-instead of criminal work stress. New accident reports take way too many man hours.
- 61 Basically every policy change adds work and stress to sergeants who still work on detachments.
- 62 As micromanagement increases so does the stress level of the troopers it is applied to.
- 63 Always increase, I don't know of any policy to decrease stress. Same amount of manpower but new policies are always creating more responsibilities i.e. Crash reports, stop data forms, and child abuser registry.

Responses for Question Eight

Have you experienced or observed any type of discrimination based on race, color, creed, age, religion, national origin, or sex within the WVSP?

- 1 Small hints but overall no
- 2 Without video or audio tape it would be hard to sit here and tell you yes and worry it's not going to come back to anyone.
- 3 While stationed in [Edited]. Was made to be an outsider. Treated very unprofessional. Almost resigned as a result.
- 4 This is not a problem I've seen in my 14 years.
- 5 There is good ole boy discrimination. The guys that always have the best equipment, a new car, best days off, etc. Not based on seniority, rank or work performance.
- 6 The WVSP spends extra time recruiting minority and women troopers
- 7 The majority of discrimination exists due to politics and of who you know.
- 8 Not familiar with to comment.
- 9 None of the above. But towards being in the reserves/military. Things have gotten better since we have Capt. [Edited] though. He and 1SG [Edited] are awesome.
- 10 If you are not in the "clique" it is harder to advance
- 11 Females are not disciplined as harsh as the males due to the fact of being sexist.
- 12 Female troops are treated as they are incompetent. They have been micro-managed by male supervisors who believe they are not as good as male troops.
- 13 Due to Age
- 14 Blacks and women receive extra consideration for promotion and for support specialist positions. Example-recruiters.
- 15 Absolutely not

Responses for Question Nine

Are you aware of State Police policies and procedures for reporting incidents of discrimination?

- 1 Most people feel reports is like committing career suicide.
- 2 A form is completed during each EPA period.
- 3 I have a general idea of it.
- 4 I have been trained as well as other troopers through in-service and supervisory schools.
- 5 I think most troopers think that retaliation is a sure thing if they complain.
- 6 If acts of discrimination are raised, things just get worse.
- 7 This info is provided in WVSP policy and procedures book.
- 8 Will do no good to even report it.
- 9 Yes, but I did not file a complaint for fear of reprisals.

Responses for Question Ten

Are minorities and female troopers treated fairly with respect to the application of policy and disciplinary actions?

- 1 I do not work with any females therefore I cannot comment
- 2 Unaware of problems, cannot form accurate opinion.
- 3 To the naked eye

4 To the best of my knowledge
5 They seem to be spoon fed.
6 They get special treatment and things go overlooked.
7 They are treated much better than the average trooper because it looks bad to fire a minority and they are scared of lawsuits.
8 They are not disciplined as harsh. [Edited] for example, if [Edited] were a white male Trooper she would be fired for some of her actions
9 They are given more priority which is unfair to other applicants or troopers.
10 There have not been many minorities stationed where I have been.
11 Sometimes it seems that male troopers come under more scrutiny for violations, while females do not. [Edited]
12 Policy is less stringent for female troopers
13 N/A not experienced
15 It is my opinion that they are treated more than fair.
16 Inconsistency in punishment by this administration.
17 In relation to females only, it seems the dept. is afraid to discipline accordingly. If a male trooper had done things a certain female had done recently in troop [Edited] the male would have been fired a long time ago.
18 In many instances I feel they are treated a lot differently (better).
19 I'm not a minority. I am answering this question from an onlooker's (absence) stand point.
20 I would assume so. There are none in this area.
21 I know of one female trooper who was nearly denied TAD because [Edited] wanted her investigated for fornication. She was pregnant by her boyfriend! I think this incident is very telling with regards to the general treatment of female troopers.
22 I haven't had to deal with or seen it.
23 I have overheard female troops be threatened with adverse action for something a male troop would get away with.
24 I have not heard anything that would make me believe otherwise, but I do not have much contact with minorities and female troopers.
25 I have no personal knowledge because I do not work with females/minorities.
26 I have no idea
27 I guess I am not around any
28 I don't work with any minorities directly. I have in the past worked with female troopers and they were not expected to produce activity as was their male counterparts.
29 I don't work with any female or minorities at my current assignment
30 I don't know. I do not, nor have I worked with any females or minorities.
31 I don't know firsthand, have never worked with either.
32 I do not know/not familiar.
33 I believe reverse discrimination occurs in which a minority receives numerous chances and is not disciplined in a timely or professional manner.
34 Have not worked w/any at the [Edited] detachment
35 Have no idea

- 36 Have no contact with minorities/female troopers.
- 37 For the most part, I believe so.
- 38 For the most part
- 39 Females given preferential treatment from Academy level up.
- 40 Don't know never been involved.
- 41 Does not work w/female or minority Trooper
- 42 At the detachment level, we have limited access to what goes on in Charleston regarding other's personnel disciplinary actions.
- 43 As far as I know

Responses for Question 11

Are qualified minorities and female troopers treated fairly when being considered for promotion by supervisors and the Promotion Evaluation Board?

- 1 No knowledge of any instances personally.
- 2 Although I am not on a promotion board or am I a supervisor, I feel that the promotions are fair to everyone.
- 3 Although, I have very limited experience with these situations
- 4 Although, if you are not on the board you are unaware of what is being discussed.
- 5 As far as I know
- 6 As far as I know.
- 7 At the current time, I can't answer this question. I am not able to test for rank (promotion). I receive automatic rank until I am able to test for Sgt. in six years.
- 8 Don't know.
- 9 Don't know.
- 10 Generally I think that the department promotes females when they are backed against the wall. In other words, when a lawsuit is in the wind, they do it. I believe that females and certainly minorities have a valid place in our department but when you talk to the older, retired members changing the "good ole boy" system has been slow.
- 11 Have no idea
- 12 Haven't really observed this in any way.
- 13 I assume they are don't really know
- 14 I believe they (minorities) are considered more fairly than the majority.
- 15 I believe, but I don't think females and minorities are the problems you are trying to get at.
- 16 I cannot answer because the greatest majority of this organization is male and white.
- 17 I couldn't tell you.
- 18 I do not have any knowledge about these areas within the WVSP.
- 19 I don't have any knowledge of this either way.
- 20 I don't have any knowledge of this area yet.
- 21 I don't know personally-I haven't been up for promotion yet. As far as I know several females who hold rank of SGT, LT, Capt.
- 22 I don't know, far I have not sat at PE Board.

- 23 I feel minorities and females have received a little more from supervisors. I had a trooper in this category tell me of extra that they had received due to skin color. Isn't that reverse discrimination.
- 24 I have heard stories where minorities and female troopers have been treated better than their white male counterparts. So, is it fair to the white male if this is happening, No.
- 25 I have no idea.
- 26 I have no idea.
- 27 I have not been involved in the promotion process yet.
- 28 I would assume so. There are none working in this area.
- 29 I've never served on promotion board, however it appears fair.
- 30 I've never worked with either, especially in this capacity.
- 31 Limited knowledge, it would appear as such.
- 32 N/A Not experienced
- 33 Never experienced this so I cannot answer this question.
- 34 No experience with this to say one way or the other.
- 35 Not that I know of.
- 36 Not totally 100% have not been around promotional cycle to know for sure.
- 37 They get special treatment. Put in positions that weren't posted for everyone else and they don't meet policy guidelines.
- 38 To my knowledge
- 39 To the best of my knowledge.
- 40 Unknown
- 41 What goes on at the promotion board is secret, self-serving, and most likely pre-determined. Field troops get little to no idea of what goes on there for sure. Only rumors. And that makes them look bad.
- 42 Wouldn't know, same as above.

Responses for Question 12

Is there open and effective communication within your Troop/District/Detachment?

- 1 Sometimes you want to say something but don't want them to take it personally so you don't say anything.
- 2 You can never get a straight answer. It could be improved by supervisors making a decision
- 3 When following the chain of command.
- 4 We have good communication with our SGT who then effectively communicates with 1st [Edited], etc. I honestly like and respect all of troop [Edited] administration.
- 5 Very satisfied.
- 6 Troopers should be able to speak their minds without fear of reprimand.
- 7 Troopers in general can (should) work on the team concept and not the individual. Too many troopers of all ranks just spend all their time in an effort to help themselves and not others. We are public service providers and we need to get back to serving the public.

- 8 Troopers are able to speak with their immediate supervisors.
- 9 Troop [Edited] is very open to the field troops.
- 10 Too much micro-managing.
- 11 To be able to communicate without fear of retaliation.
- 12 This is an excellent troop-detachment to work in.
- 13 The only communication should not always be negative and that seems to be the only time anyone cares.
- 14 The lower level supervisors are fine.
- 15 The communication is open but not effective. You are considered a complainer if you say anything negative. Also this department is stuck on "that is the way we have always done it".
- 16 Our district office communicated in a poor manner
- 17 On the Detachment level and the 1st Sgt.
- 18 Myself and SGT communicate well.
- 19 My sergeant is always available.
- 20 Most of the time.
- 21 Make it more "professional" business oriented with better supervisor training instead of having an "Us vs. Them" type of environment.
- 22 Leadership who was concerned about their subordinates, instead of self. Leadership who had open minds and did not take criticism personally.
- 23 Leadership training for supervisors. The best leaders are those whose subordinates are willing and anxious to follow rather than those which are afraid not to follow.
- 24 It's open. I don't know how effective it is.
- 25 It's broken & cannot be fixed.
- 26 Information from the troop and district level doesn't seem to get passed on to the detachment level on occasion.
- 27 Immediate supervisors
- 28 I feel that I could openly discuss almost anything with my detachment commander but not my district/troop commander due to possible repercussions.
- 29 I believe that Troop [edited] is effectively managed.
- 30 Horrible communication/Inapproachability at Troop [Edited] Command Level.
- 31 From myself to my SGT yes further up the chain of command I can't answer.
- 32 For the most part.
- 33 For the most part it's all done electronically on smaller posts, i.e. email/memo. Supervisors need more one on one time with members.
- 34 Everything should not have to go through the entire chain of command. I.e. I should be able to request an oil change for my vehicle without jumping through hoops.
- 35 Effective communication is a two way street. If your supervisor won't or can't communicate your concerns up the chain of command then your upper level supervisors will be unaware of your concerns.
- 36 Don't know
- 37 Detachment supervisors should be able to fully take responsibility over scheduling, over detachment duties without interference.
- 38 Detachment Communication is Excellent. The only time I hear from District or Troop is

- when something is wrong.
- 39 Communication is one way, UP. Often detachment issues go up the chain in accurately.
- 40 Better method of selecting supervisors
- 41 Be able to pick up the phone and call someone instead of sending emails to someone else and waiting for them to send another email.
- 42 At detachment level Yes
- 43 Allow to go around chain-of-command while maintaining respect for rank and superior officers.
- 44 All our detachment hears is about how unhappy the troop is with us, nothing positive or what is exactly wrong for them to be unhappy.
- 45 Again, I base my response off of my experience in troop [Edited].`

Responses for Question 14

Do you feel comfortable expressing your concerns to supervisors in your District/Detachment?

- 1 I don't have supervisors in my district/detachment. I have one supervisor in headquarters, Charleston that I answer to. It is very easy to speak with him regarding concerns I have.
- 2 "Don't rock the boat"
- 3 At detachment level
- 4 At the detachment level.
- 5 At the detachment level. At the district level there sometimes appears to be a disconnect with road troopers.
- 6 Cannot trust
- 7 Concerns could be heard and even denied without repercussions.
- 8 Concerns should be able to be communicated anonymously.
- 9 Detachment level only.
- 10 Each detachment/district is different due to personalities within each. I feel comfortable talking to my Sgt., however, due to the Para-military organizational structure; a subordinate does not express his opinions/concerns above his immediate supervisor on a normal basis.
- 11 Expressing concern could result in retaliation resulting in the acute and unexplained change of schedule or relocation.
- 12 Have a great Sgt.
- 13 I bitch up, I do voice my opinion and they listen. I know 90% of the time nothing can be done to address the issues that I have.
- 14 I do all the time.
- 15 I do not feel comfortable. If I elaborate that will be another form the sergeant has to sit down with us and complete. Forms are not the answer.
- 16 I do not feel the district level wants to hear the troopers concerns
- 17 I don't feel comfortable but often I do express concerns
- 18 I don't like to make waves
- 19 I feel comfortable because I don't care if they like it or not. Most troops would say,

"No".

20 I feel comfortable voicing concern, but feel little will be done to address them.

21 I feel very uncomfortable expressing concerns. Personal problems are your problem.

22 I guess new supervisors because I don't see things changing soon.

23 I have had no negative experiences with supervisors in Troop 4.

24 I report to my sgt and feel that I can speak with him.

25 I take all concerns to my sgt.

26 If you say anything you are bullied and threatened because you say anything.

27 If you voice your concerns then you are singled out.

28 In detachment - Yes In district/troop – No

29 In this district there are no problems. But others are different.

30 It has been made clear that there is no support for anyone other than supervisors.

31 Just because they are poor supervisors does not deter my ability to speak.

32 Keeping it personal, not letting it get out to other members.

33 Many supervisors don't want to hear any complaints, move on. Can be improved by just listening.

34 My supervisor is not approachable. I have been told , "If you don't like it, go work somewhere else".

35 No suggestions. Things work the way they are.

36 Not when assigned to Troop [Edited], unwritten policy change.

37 On a detachment level yes, as far as upper level, not so comfortable. There is such a widespread fear of retaliation and vindictiveness people are scared to death to voice their opinions and concerns.

38 Only on detachment level. Never on District or above.

39 Our district Commander usually speaks to subordinates, even those with years of experience, in a disrespectful and condescending manner.

40 People need not to think change is needed to stay up with the new criminal element. The old way of doing our job was adequate at that time, but now we are dealing with new problems. We need to have new ideas and different types of assistance.

41 Same as before, its broken and cannot be fixed.

42 Some people are good supervisors and some are not.

43 Somewhat

44 State Police everywhere in the state not just here. You cannot express concerns because you will be labeled. Don't rock the boat in the WVSP or you will pay. It's always been like that.

45 Supervisors seem to be more concerned with what affects their immediate detachment vs. individual concerns.

46 The problems truly begin at the Troop [Edited] Command Level, due to problems, squabbles and animosity between the Troop [Edited] Commander and other Troop Commanders and/or senior staff and his subordinates.

47 The trust factor is lacking

48 Troop [Edited] has an excellent chain of command. Troop [Edited] can be contacted freely and without reservation.

49 While stationed in [Edited] comments were used against me.

50 Yes at times, but would like more open door policy and more relaxed attitude towards

approaching and talking.

Responses for Question 15

What, if any, law enforcement training needs are you aware of that are currently not being met?

- 1 Yearly first aid and CPR, updates in arrest and search /seizure.
- 2 WVSP are well trained. However, it would be better if more advanced training was made available i.e. Eradication search and seizure, crime scene classes.
- 3 Would like to see more training in defensive tactics, tactical shooting and crime scene.
- 4 Would like to see more training for computer related crimes (fraud, etc).
- 5 With reports being computerized we could use more computer training. I think it assumes that everyone has a computer at home already knows how to work it.
- 6 Weapons training-we only do qualifications never any training we need a training officer in each troop.
- 7 We only get trained once a year at in-service unless you have a specialty such as crime scene or SRT. After you get your initial academy training on the basics you are pretty much done. We should have periodic updated training on accident investigations, criminal investigations, drug work, etc.
- 8 We need to speak Spanish
- 9 We need more training period. Too much does not exist.
- 10 We need more PT and Defensive Tactics training.
- 11 We need more firearms training/exposure - Better availability of ammo and facilities to shoot.
- 12 We have classes at In-service that have no value in the field, they basically fill time slots.
- 13 We could use more training in new methods of evidence collection and detection.
- 14 We are converting much of what we do to computers. There needs to be much more computer training.
- 15 Troopers need to be afforded the opportunity to attend more schools.
- 16 Troopers need more advanced training in areas of criminal investigations
- 17 Training on Meth Labs.
- 18 Training needs to be extended into tactics and crime scene investigations. More training for everyone. Not just a select few except for specialized skills.
- 19 Training is not adequate in any area. After initial academy training there are very few updates. Police work is constantly changing and it seems that the WVSP falls behind in most every aspect.
- 20 Training is available but usually denied if it has any type of cost.
- 21 There needs to be more scenario training and close quarter combat training on a regular basis.
- 22 The department has not properly trained its members on computer usage and using new software that's being installed on work computers.
- 23 The availability of smaller detachments to go to schools and classes. Domestic violence and sexual abuse of child.
- 24 Tasers would be nice.

- 25 Tactical training for small county troopers, SRI is a long way away for us.
- 26 Supervisor/subordinate relationship; electronic crimes; general law enforcement, related classes, stress management classes.
- 27 Spanish language class
- 28 Some people get to go to all of the schooling and others do not get to go to many.
- 29 Scenario training. i.e. domestics, shooting school
- 30 Report Beam/Computer skills
- 31 Remedial self-defense
- 32 Prior to graduating academy. 17A's should be taught more thoroughly for the field.
- 33 Physical training while working, this could help to bring the stress level down.
- 34 Patrol criminal/drug interdictions.
- 35 Our crime scene unit! They have no classes. The State Police is not offered the classes other agencies have. We are rarely offered any drug classes nor any in particular for the matter.
- 36 Once again, where do I start?
- 37 Nothing specific. I feel more training in the area of criminal investigations in general would be good.
- 38 Not sure of any.
- 39 Not aware of any
- 40 Not aware of any
- 41 Non-lethal technologies
- 42 None. All being met.
- 43 None, we are very well trained but severely lacking in proper equipment.
- 44 None, I feel we are properly trained.
- 45 None that I'm aware of
- 46 None that I am aware of.
- 47 None other than manpower issues.
- 48 None
- 49 None
- 50 No emphasis is placed on physical fitness/health.
- 51 New Crash Report (Report Beam); However, remedial training is being scheduled.
- 52 Need more training on dealing with high risk scenarios for field troopers who are usually first on scene.
- 53 Most troopers do not get specialized training and there is not enough classes available to members.
- 54 Most classes offered are not practical to daily work in law enforcement.
- 55 More training on competition related crimes would be helpful.
- 56 More training is needed for computer based investigations. Cadets need hands on training for drug interdiction stops-in the academy with their Field Training Officers.
- 57 More training in self defense. Physical Fitness training while on duty or compensated for the training.
- 58 More technical training, overall.
- 59 More specialized training in drugs, interviewing techniques, etc.
- 60 More Specialized Training

61	More relevant in-service classes needed. Stop 1 1/2 hour presentation and total wastes of time like Mt. State University. Provide more funding for training provided from outside entities. The "you can only go to the class if its' free" attitude is counterproductive. Encourage training.
62	More manpower is needed to cover shifts so that troopers can be sent to training.
63	More firearms training, proficiency needs to be better.
64	More firearms training could be beneficial.
65	More firearms
66	More education in computer crimes, homicide investigations, interview and interrogation, sexual assault, fraud and embezzlement.
67	More crime scene training.
68	More crime scene classes
69	More computer training would be helpful
70	More chaplain involvement and or training of chaplains to assist day to day stress, they need to create positions in which chaplains sole duty is to care for troops.
71	More "force on force" and defensive tactics training. More use of training outside the department.
72	Member can request training at any time unless manpower is an issue.
73	Manpower
74	Less than lethal force
75	Juvenile issues.
76	Interviewing skills - suspect, children, rape victims, etc. This needs to be addressed more in the academy.
77	Internet classes, firearms training.
78	Insufficient firearms and refresher classes.
79	I would not say being met, but when we shoot I feel a course, which would raise the heart rate might be a good addition.
80	I think that the academy needs to be changed. I think that it should be more scenario based training.
81	I think everyone could benefit from additional training in computer crimes, crime scene investigations, interviewing techniques.
82	I like defensive tactics taught at in service.
83	I fell we are too short staffed to aggressively pursue educational goals.
84	I feel that we need more training in the area of homicide, sexual assault and internet crimes.
85	I feel that I have been trained well.
86	I believe the training is adequate.
87	I am on the crime scene response team and we do not get enough training.
88	I am not aware of any.
89	I am aware of none.
90	How to treat co-workers and subordinates. Most training is given that is needed. Law enforcement to me in [Edited] + [Edited] years is still police work. The stress I see daily is caused by the internal workings of the department.
91	Forced to take classes you don't want to take, but denied classes you want to take.

- 92 First aid. Also we have to stay in good physical condition shape. But have NO TIME nor do we have the equipment at detachment to maintain physical standards.
- 93 Firearms' training is very limited. Defensive tactics, driving high speed.
- 94 Everyday work is now computer oriented. Many members struggle with this including myself.
- 95 Defensive tactics, foreign language Spanish.
- 96 Defensive driving to field troopers
- 97 Criminal Investigation
- 98 Crime scene training.
- 99 Crime scene response team follow-up training.
- 100 Crime scene needs training every month like SRT
- 101 Crime scene investigation.
- 102 Crime scene investigation training
- 103 CPR, First Aid, etc.
- 104 Court preparation, language skills (Spanish)
- 105 Computer training with accidents.
- 106 Computer training related to the investigation of computer perpetrated crimes.
- 107 Computer Invest
- 108 Computer crimes.
- 109 Computer crimes, identity theft.
- 110 Computer Crimes
- 111 Communication, leading by example.
- 112 Combat shooting in a stressful environment. We qualify twice a year, but no extensive training for combat if deadly force is an alternative.
- 113 Classes are often offered, but I still see situations where supervisors are sending troopers to classes that are last minute - "just need someone" situations. I hear a lot of the younger troops wishing to attend certain classes but are not getting sent.
- 114 Better computer software training when new programs implemented.
- 115 Basic drug, gang awareness; a trooper has to request these schools. I believe a smaller version of those schools could be introduced during in-service training, and would benefit the field troops that encounter these situations daily.
- 116 As a cadet, I believe more time needs to be placed on our reports; such as the 193 and 17A's.
- 117 ALL!! This department does not keep up with current trends, officer safety, computer based training, crime scene processing, interdiction, etc. For example, the majority of this organization does not know the closing distance of a individual with a bladed weapon is now 33 feet. Changed from 23 feet almost 2 years ago.
- 118 All uniformed members should receive training in conducting forensic interviews of sexual abuse/assault victims, specifically juveniles.
- 119 All members need wiretapping class, so they can obtain search warrants for body wires.
- 120 Additional training in criminal investigations and interview/interrogation can always be of benefit.
- 121 Additional non lethal tactics, i.e. defensive tactics, tasers.
- 122 Additional Firearms, defensive tactics and physical fitness

Responses for Question 16

What, if any, law enforcement equipment needs are you aware of that are not currently being met?

- 1 More PBT's - One per trooper, intoximeters at every detachment. Current criminal/traffic code books.
- 2 [Edited] Detachment (Parking-not safe for troopers or civilians) (Electric wiring-almost all outlets are not grounded or are very outdated)
- 3 4x4 Cruisers; supposed to be coming.
- 4 4x4 vehicles not issued to field troopers only have spare 4x4 to be used by all field troops.
- 5 A modern high capacity pistol that holds more than the 8 rounds that we currently have. Also the ability to holster our firearm with a light attached.
- 6 A non-chemical secondary weapon such as a baton or tazer that officer can carry at all times. Computers for cruisers to run driver's license and NCIC check for officer safety.
- 7 Ability to access the internet from vehicle while out of the office.
- 8 Access to items such as evidence bags, crime scene tape, even shot residue kits.
- 9 ASP
- 10 Assault rifles. I.e. ended up buying my own assault rifle. Calls police gear has come in handy. I've spent substantial amount of money getting equipment that I need for work i.e., organizers, tactical lights, needle protection gloves, extra handcuffs, etc.
- 11 Automobiles with lower mileage, radios to communicate with other agencies.
- 12 Basic equipment...PBT, tint meter, stop sticks, vehicles, non-lethal technologies.
- 13 Batteries for the cameras and recorders
- 14 Better cars, aviation, K-9 units in every county.
- 15 Better cars, radios, intermediate weapons.
- 16 Better communication equipment
- 17 Better communication systems, better vehicles.
- 18 Better communications equipment radios, hand held radios.
- 19 Better communications, radios, etc.
- 20 Better quality radio coverage
- 21 Better radio and communications, especially portable radios.
- 22 Better radio communications
- 23 Better up to date radar, video equipment.
- 24 Car radios, hand held radios
- 25 Cars
- 26 Cars and radars
- 27 CARS!!
- 28 Cars, newer firearms
- 29 Cars, the quality of the vehicles that most of the troopers are driving are dwindling in quality.
- 30 Cars-should be equipped when received. i.e. radars mounted. Fleet is severely over

- miles. Several with 100,000 plus miles.
- 31 Certain counties should have 4 wheel drives
- 32 Communication equipment, radios cell phones. I use my personal cell phone constantly w/no reimbursement. Supervisors should have dept cell phones and spec ops personnel.
- 33 Communication, Radio w/ upgrades, etc.
- 34 Communications (radios)
- 35 Communications, working radios
- 36 Could use some more cars.
- 37 Crime scene investigation.
- 38 Cruisers
- 39 Cruisers, most of the troops are driving cars with 100,000 miles and this is not safe. Many are looking bad too, appearance is everything. Also hand held radios and new radio equipment for cruisers.
- 40 Cruisers. My cruisers would not pass state inspection, headlights don't work and rusted fender with a hole that goes completely through. Patrol rifles and other equipment.
- 41 Cruisers are getting very high mileage and are becoming a conflict for police work.
- 42 Detachments need more patrol rifles-AR 15, etc.
- 43 Detachment at [Edited]
- 44 Digital cameras.
- 45 Digital cameras/voice recorders.
- 49 Due to budget concerns vehicles and radio equipment are always at a premium.
- 50 Easier access to shotguns which are currently in trunks
- 51 equipment is outdated and does not work properly
- 52 Equipment that meets industry standards would be nice. How about bullet proof vests that haven't extended their mandatory usage guidelines. A radio that works would be helpful.
- 53 Equipment to mount rifles and shotgun inside the cab of the cruiser instead of putting them in the trunk.
- 54 Equipment or membership to a health facility like the spa or other fitness type places.
- 55 Every sworn member of the WVSP-uniform should have shotgun racks mounted in their cruisers.
- 56 Every trooper should be issued PBT, currently there is shortages in each detachment.
- 57 Every trooper should have a PBT, tint meter, extra set of handcuffs, a radio that works, etc.
- 58 Every trooper should have a PBT.
- 59 Everyone should be issued two pairs of handcuffs. Our radios are not the greatest, but they work ok.
- 60 Everything needs up dated.
- 61 Evidence Collection, radio equipment, 4x4 vehicles.
- 62 Experience periods of poor radio communications w/state police dispatchers.
- 63 Field troops should have more AR-15 rifles. If anything have the WVSP pay half for the rifles.
- 64 finger print kits

65 Hand held radios. Radios (low band) in general do not work properly. Vehicles in very poor shape. Adequate dependable in car cameras. I personally have had 4-5 vehicles. All of them were used on the road in excess of 100,000 miles.

66 Handheld radios are oversized and don't work very well. Not having racks, in vehicle, for shotgun and/or rifle.

67 Handheld radios, less lethal weapons, i.e. tasers.

68 Hard radios, shot gun and/or riffle racks

69 Holster that can hold weapon with light attached at all times

70 Holsters for duty weapon w/light holder. Shotgun racks, Troopers use their personal cell phones constantly. More department, provided cell phones.

71 Holsters that will accommodate our newly issued pistol lights, so that the light can be affixed to the pistol at all times. Department wide cell phone plan. 90% of my personal cell phone usage is state police related.

72 I believe tasers would be a better tool to be utilized for numerous reasons. (not enough room to explain)

73 I believe the use of tasers rather than pepper spray would be more effective when considering fellow officers and the criminal. We are not equipped with tasers.

74 I believe vehicles are not being turned over in a timely fashion. There are many vehicles with way over 100K miles being driven daily.

75 I feel road troops need an AR style or some sort of patrol rifle and in some areas a 4 wheel drive vehicle is needed for patrols were the crown vics are not effective.

76 I have had my vehicle for 2yrs and within the past two weeks have just received a repeater. We could improve our road contacts if we had a LIDAR

77 I think each trooper should be assigned a patrol rifle, an AFR-15.

78 I think that the WVSP radio communications are not very good. The system needs to be updated very bad.

79 I use my private cell phone for work. If would be nice to have a department cell phone. 90% of my cell phone usage is job related.

80 I would like to see everybody have a vehicle.

81 In car NCIC databases, tasers.

82 In car shotgun racks

83 In car shotgun racks. Prevention of your shotgun rusting from moisture in your trunk.

84 In need of a new office due to lack of room, faulty electrical wiring and lack of parking area.

85 Individually issued rifles.

86 It is my opinion that the communication equipment is less than adequate.

87 Lack of 4-wheel drives, tactical belts with new holsters. Portable radios that don't weigh so much and work.

88 Lack of digital cameras

89 Lithium batteries

90 Long rifles, Department issued cell phones.

91 Many vehicles are still badly in need of replacements. Bring back spare 4-wheel drive vehicles at each detachment. More newer Radars and Lidars. Provide ASP batons. Dedicated in-car computer systems. Dell laptops aren't built for use in vehicles. Strengthen comm. systems. Personal cell phones used for work become expensive.

The Academy does not need another gym or swimming pool.

- 92 More Officers
- 93 More personnel to fix equipment. I.e., mechanics, computer techs, etc.
- 94 More recent improvements for vehicle equipment, light bars, cameras, radar units, etc. Some still using older systems, would like to see new systems used as cars are replaced.
- 95 More vehicles, more radio towers to improve radio system.
- 96 My issued sidearm leaves a lot to be desired. It has malfunction problems. The department needs to look more quality at than cost. Detachment level digital cameras are terrible.
- 97 Need AR-15 or similar rifle issued. Need more emergency lights on DPS vehicles. (deck lights, strobes/wig-wags in rear lights) Boxy, large metal center console is dangerous and bulky.
- 98 Need better communications (radios)
- 99 Need drug field test kits.
- 100 Need new radios, portables.
- 101 Need newer equipment, radars, vehicles, better computers.
- 102 New Radar units, new vehicles
- 103 New Radios (handhelds)
- 104 New Radios! This is a safety issue.
- 105 New vehicle radios (portable) and communications
- 106 New vehicles-surplus of laptops for when they go down. We can no longer function w/o a laptop in the field.
- 107 Newer vehicles
- 108 No Comment
- 109 No comment
- 110 Non lethal equipment, tasers
- 111 None
- 112 None equipment, has improved in the last 5-8 years for the better.
- 113 None, all being met.
- 114 None, but understand that all the WVSP has is spray, gun and our hands...some agencies could go to war with what they are given.
- 115 None, the WVSP works hard to meet equipment needs.
- 116 Not aware of any, mine are being met.
- 117 Not enough cruisers.
- 118
Not enough PBT's to meet requirements of job.
- 119 Not enough vehicles.
- 120 Not enough vehicles.
- 121 Not having tasers to avoid physical altercations.
- 122 Old vehicles

- 123 On a state level - radio communications. Once again, this depends on a county to county basis.
- 124 Our equipment has improved greatly over the last 15-18 yrs.
- 125 Our office is in terrible shape [Edited] needs a new building.
- 126 Our radio communication system is out of date and only works part of the time.
- 127 Patrol rifles and gun racks for cruisers.
- 128 Patrol Vehicles
- 129 PBT and tint meters for every trooper along with front and Rear radar antennas.
- 130 PBT's
- 131 PBTs for each trooper, tint meters.
- 132 Poor communications equipment. In-car and hand-held.
- 133 Portable radios - can't communicate outside of car. Counties/cities have better equipment
- 134 Preliminary breath tests, outdated laptop, tint meters, etc. The [Edited] Co. communication has been growing enough to provide excellent crime scene kits and digital cameras, but unfortunately this only applies to this county.
- 135 Radars and PBT's
- 136 Radars need to be recalibrated yearly, as the troopers need to be recertified every 2 years.
- 137 Radars were very outdated but we have recently received new ones. Computers need to be replaced.
- 138 Radio (handheld and in car), new vehicles and 4-wheel drive vehicle at every detachment.
- 139 Radio communication is very poor in much of the area I patrol.
- 140 Radio Communications
- 141 Radio Communications
- 142 Radio communications equipment could be better.
- 143 Radio Communications need upgraded. Vehicles need replaced far sooner than in the past.
- 144 Radio equipment, vehicle and portable.
- 145 Radio problems in vehicle and away from vehicle. Cruisers with high miles, and outdated shotguns.
- 146 Radios
- 147 Radios
- 148 Radios
- 149 Radio's
- 150 Radios (communications needed).
- 151 Radios (communications needed).
- 152 Radios all old and outdated, not good coverage.
- 153 Radios are substandard. In many areas our radios do not even work. Vehicles are a severe problem and the purchase of Impalas, which are ill suited to be police cars was a catastrophic mistake.
- 154 Radio's used to communicate with state police dispatchers in [Edited] need to be updated, very poor quality.
- 155 Radios, tasers, lighter weapons, printers for vehicles, asps, individual crime scene kits,

- replace flares with battery operated lights.
- 156 Replace old radar units
- 157 Replacement of cars.
- 158 Rifles...It would be a good idea to rifles issued.
- 159 Shotgun or AR-15 racks for patrol vehicle, PBT, new radio, we all know these needs are being met with time and money and are appreciated when we do get the same.
- 160 Shotgun racks for all vehicles
- 161 Shotgun racks in vehicles would be nice.
- 162 Shotguns are obsolete. This department needs to arm the troops with rifle to be equivalent to the threats they face.
- 163 Smaller, handheld radios, rifles issued to each cruiser; communications upgrade...there are many areas still where radio traffic will not work. 4wheel drive vehicle for each detachment.
- 164 Some vehicles that are driven are not safe.
- 165 State Police has poor equipment. Troopers don't even have crime scene kits in cruisers.
- 166 Stronger lap tops for cars
- 167 Sufficient radio equipment, [Edited] Co has one of the poorest radio coverage which makes officer safety extremely jeopardized.
- 168 Tasers
- 169 Tasers
- 170 Tasers
- 171 Tasers
- 172 Tasers are needed. 4-wheel drive vehicles are needed on every detachment (extra ones). Unmarked cars for undercover work. Drug test kits.
- 173 Tasers should be issued/would be a great benefit to officer safety.
- 174 Tasers-comparable to most other, smaller and larger organizations.
- 175 The cruiser fleet needs to be replaced in a more regular/predictable manner.
- 176 The department has done much better lately in this regard. Although our cruiser conditions are deplorable. Very shameful in fact.
- 177 The entire department and troop [Edited] are in need of vehicles
- 178 The need for vehicles such as cruisers and 4x4 vehicles.
- 179 The officers are lacking. We don't have janitors and only two maintenance people for 10 offices. If other state employees were asked to work in some of these places there would be a mutiny.
- 180 The troop needs more vehicles.
- 181 The troopers are in need of new computers, vehicles, patrol rifles for cruisers.
- 182 The vehicles need replaced
- 183 Troopers are not provided in -car shotgun lock racks. Instead they are told to keep them in the trunk where they become lost in other equipment. Troopers who do investigations are forced to purchase recording equipment because it is not provided by the organization.
- 184 Until recently radars and our vehicle fleet needs help. I have members driving vehicles at high rates of speed with over 140K miles on them.
- 185 Up-to-date radio communications.

- 186 Updated communications
- 187 Upgrades of Detachment
- 188 Use of tasers.
- 189 Vehicles
- 190 Vehicles
- 191 Vehicles
- 192 Vehicles
- 193 Vehicles
- 194 Vehicles
- 195 Vehicles - Need to be replaced sooner than they presently are.
- 196 Vehicles (until recently) and radios for communications.
- 197 Vehicles and radios and communications
- 198 Vehicles are not issued fairly.
- 199 Vehicles in the current fleet are dangerous and worn out. New vehicles are ordered and much needed.
- 200 Vehicles needed badly.
- 201 Vehicles with less miles and better radio communication
- 202 Vehicles! My vehicle has multiple dents and looks very bad to the public. There is also no money to fix it.
- 203 Vehicles! I am currently using a vehicle with almost 170,000 miles on it for my patrol vehicle. We also need more options in the force continuum.
- 204 Vehicles!! Funding needs to be provided more readily by the legislature. Radios/Communications need a major improvement. This is a huge safety concern to all troopers.
- 205 Vehicles, 4wheel drives
- 206 Vehicles, and tint meters
- 207 Vehicles, better flashlights, holsters, etc. I've been in the State Police nearly [Edited] + [Edited] years and have yet to receive a vehicle w/less than 60K miles on it. [Edited]
- 208 Vehicle fleet is currently depleted and many cars are over 100,000 miles.
- 209 Vehicles, holsters for our duty belts that accommodate the tactical light on our pistols, PBT's for each member.
- 210 Vehicles, off duty weapons and additional duty weapons, shotgun or rifle rack.
- 211 Vehicles, Patrol rifles in each vehicle, radio communications
- 212 Vehicles, personal rifles for on duty carrying.
- 213 Vehicles, radar, outdated secondary weapons
- 214 Vehicles, radars, old out of date secondary weapons.
- 215 Vehicles, radios
- 216 Vehicles, radios, computers, GPS in all cars, in-car digital video, better firearms, intermediate force (taser), baton or stun gun, better footwear, cell phone. We are currently paying for our own cell phone.
- 217 Vehicles, specifically 4wheel drives. Since we have entered into agreements with 911, we have to go in bad weather, it's impossible when you have 4 troopers and 1 4x4.
- 218 Vehicles, state of the art electronics
- 219 Vehicles; State Police needs their own helicopter (aviation) department not with the

- governor/needs separate.
- 220 Vehicles, tasers.
- 221 Vehicles, they can't get them fast enough and the vehicles that we have are all high mileage.
- 222 Vehicles.
- 223 Vehicles.
- 224 Vehicles/Radar
- 225 Vehicles-most of the vehicles are currently on the road are in such a dilapidated condition that they pose potential hazards not only to the WVSP members but to the general public as well. Troopers can be forced to be without a vehicle due to no spares being available, making the answering of 911 calls difficult if not impossible.
- 226 Very poor communication/radio equipment.
- 227 We have good equipment now I would like to have a better set of road spikes.
- 228 We have many high mileage vehicles in our area.
- 229 We need 4 wheel drive cruisers in the rural counties to get to all the calls in all types of weather.
- 230 We need department issued cell phones and voice mail at each office. This would allow troopers to call victims, suspects and witnesses from our vehicles instead of coming to the office.
- 231 We need more patrol vehicles and more effective communication system.
- 232 We need more SUVs, especially in the rural areas. All troopers need rifles assigned.
- 233 We need more up to date radios. The crime scene trucks need more up to date equipment.
- 234 Working radio system
- 235 Would like to have more 4-wheel drives for winter patrols.

Responses for Question 17

What, if any, uniform needs are you aware of that are not currently being met?

- 1 Department cell phone instead of having to use our own for department use on a daily basis.
- 2 Wear BDU's in winter
- 3 We need a northern procurement office. Getting things from Charleston is slow. Contract someone north of [Edited] to do uniform alterations. There is a State Police outside of [Edited].
- 4 Warm gear for winter time, such as a sweater like the DNR wears.
- 5 Uniform needs are met.
- 6 Uniform needs are met very well.
- 7 Troopers need duty holsters that will hold this pistol plus our tactical light.
- 8 Troopers are not provided any off duty holsters to carry weapons off duty. You have to buy your own.
- 9 The wearing of hats on traffic stops interferes with vision and you have to worry about putting your hat on instead of watching the person you stopped.

- 10 The need for more field troopers.
- 11 The ladies at procurement are overworked. A secondary supply office should be established.
- 12 The buckle boots that are issued are not safe. Wearing them can cause sprained ankles or broken ankles.
- 13 Something to cover our ears in the winter besides a Russian style hat. I wonder how much money was wasted on those hats. An option to wear BDU's at least on late night shifts would improve performance in the field.
- 14 Shoes or boots with traction...these are slick and don't support ankles very well.
- 15 Shoe standard, not being able to wear boots to prevent possible injuries due to slick bottom required to wear shoes.
- 16 Quality ballistic vests allow troops to utilize ASPS, since they are trained at the academy with these items and pursue the potential for tasters.
- 17 Procurement is excellent at providing uniform needs.
- 18 Preference would be a more utilitarian type uniform, particularly in the area of shoes. But overall I have been provided for well in the area of uniforms and equipment other than radios. Shoes are an issue with female troops because the supply division does not carry female shoes. For years I wore a size [Edited] men's shoe, I wear an [Edited]. If I were a size 5 or 6 women's, I would be forced to either buy shoes or wear them too big.
- 19 Our uniform needs met, but a simple more functional field uniform be helpful on the road.
- 20 Officers need to only wear class A uniforms to court and high visibility details.
- 21 Not aware of any problems.
- 22 None, the WVSP does excellent job at uniform needs.
- 23 None that I know of currently. I was in need of Class A shoes (buckle boots) for a long time and had to wear Rocky boots that were a size and 1/2 too small for at least a year. I recently received a pair. The employees at procurement did try several times to order shoes-but every time I received them they were [Edited] shoes size [Edited] and were entirely too big-I did finally get a pair that fits recently.
- 24 None, all being met.
- 25 None
- 26 None
- 27 None
- 28 No uniform needs.
- 29 Newer, more comfortable body armor.
- 30 New, higher level ballistic knife resistant vests. A device to cool vests. Higher level gun holsters.
- 31 Need better shoes, or possible(unintelligible) to wear boots
- 32 More Troopers to fill uniforms.
- 33 More troopers on detachments, some only have 3 troopers and this is not enough. We have the officers, but we are getting too specialized and this takes from the Detachment.
- 34 More practical foot wear or the authorization to wear more practical footwear would be nice. That's about all I can think of.
- 35 More money and resources to assist in investigations and solving crime.

- 36 More comfortable shoes
- 37 Lightweight nylon belts to take some strain off of the lower back.
- 38 Light jacket for in between seasons, or sweater. Boots
- 39 It would be nice if a tailor would travel to each detachment instead of having to go to Charleston each time a uniform is damaged or needs altered.
- 40 Inadequate footwear for those with specific needs. i.e. - ankle or foot problems
- 41 Impact weapons
- 42 I would like to see holsters to permit the flash lights maintained on our side arms at all times.
- 43 I personally feel that the current "Class A" uniform is not practical and an intermediate uniform needs to be implemented for field troopers.
- 44 I commend the dept for the job they do with keeping us outfitted. It would be nice to have dry cleaning pick up at the detachment. Some counties I have been assigned to do not even have a dry cleaners. It would also be nice to have a more comfortable shoe. Nike and converse both make an acceptable black low quarter athletic shoe we could wear on duty.
- 45 I am not aware of any.
- 46 Get away from wool. It's expensive and expensive to clean. Wash and wear would be more comfortable and less expensive to maintain.
- 47 Footwear and updated usage on tactical wear that affects officer safety.
- 48 Extreme cold weather gear needs to be issued.
- 49 Double handcuff cases.
- 50 Cutting utensils (knives)
- 51 Cold weather uniform-overalls.
- 52 Cannot carry everything I am supposed to have at the same time.
- 53 Better shoes, with tread, more comfortable shoes with support.
- 54 Better Footwear
- 55 Belt keepers
- 56 Allowance of footwear for evening shifts. The Class A shoes are a disadvantage when working evenings. More options.
- 57 All needs are met.
- 58 A basic duty uniform to be worn on shift, class A's are impractical for today's law enforcement needs.

Responses for Question 18

If you had a professional or personal situation that was negatively affecting your ability to perform your job duties, would you feel comfortable seeking help via the State Police Employee Assistance Program (EAP)?

- 1 Not sure
- 2 I feel this service would be held over my head as a weakness.
- 3 They would tell my supervisors and I would either be fired or put on the [Edited] list.
- 4 A lot of troopers suffer from depression related issues. They are afraid to seek

assistance believing it would adversely affect their job.

- 5 Any comments would be used against me at one time or another.
- 6 Because outside of this district and troop CO, it is very likely that we would be frowned on.
- 7 Being a "target" afterwards by the administration.
- 8 Concern about losing employment, or being labeled.
- 9 Confidentiality
- 10 Confidentiality
- 11 Confidentiality concerns, I would rather try to work things out myself.
- 12 Confidentiality.
- 13 Don't trust
- 14 Everyone in the department hears about it.
- 15 Fear it would get out to the troopers I work with.
- 16 Fear of repercussions
- 17 Fear of reprisal or being looked at in a negative light.
- 18 Fear of some sort of discipline, or being placed under increased scrutiny.
- 19 Feel it could potentially be used against you in some way.
- 20 Having the results reported back to the employer.
- 21 I am a private person and would take care of my own problems
- 22 I am personally afraid that if I were to use this, it would not be kept confidential and possibly hurt my standing within the department.
- 23 I called once and was told a meeting would be set up in a week with someone I would have to drive hours to get to.
- 24 I do not know much about this program and would probably be more likely to seek help within my family.
- 25 I don't believe that the information given to EAP would stay confidential.
- 26 I don't trust them.
- 27 I feel I would be singled out and possibly fired or asked to resign.
- 28 I personally don't bring my family life to work
- 29 I think they are leaches that have a big brother in the state government that helps them get a check regularly.
- 30 I used this once before and was not happy with the experience.
- 31 I was told the department gets a report therefore, anything discussed is not confidential.
- 32 I went several years back-did not feel it was viewed favorably by supervisors; also was not impressed with the service provided.
- 33 I would be concerned that this information would be released to the WVSP administration who could possibly attempt to use this against me.
- 34 I would feel as if people would make fun of me for doing it or look down on me for doing it.
- 35 I would like to think I could use my chain of command for help.
- 36 I would not trust its confidentiality.
- 37 I would not want to be targeted if it were to be made aware to the right people within.

38 I would rather talk to someone I know and knows me. Not a stranger.
39 I wouldn't want my personal issues to be known.
40 I'm afraid the Dept. would come down hard on me.
41 Information leaking out to other personnel within the dept.
42 It seems the Department is aware of any assistance and the substance of the assistance.
43 It would depend on the scenario/situation. My upbringing allows me to feel capable of seeking guidance through family and friends.
44 I've been fortunate to have sergeants and other support people, I've always felt comfortable talking to my sergeants.
45 Just not comfortable talking about it.
46 Negative concepts attached to seeking help. Does not stay private.
47 No answer
48 No need my supervisors would assist.
49 Not knowing how these problems might affect job status.
50 Not when assigned to Troop [Edited]
51 Over the phone contact.
52 Personally feel that it would be considered as a weakness by supervisors and looked at negatively!
53 Possibly if I knew what the program was about
54 Privacy concerns
55 Privacy concerns
56 Probably professionally needs only
57 Problems would not be confidential and fear of retaliation from department.
58 Question of confidentiality.
59 Repercussions from upper staff
60 Ridicule by supervisors and knowing I would be treated as a leper if I needed to utilize the EAP.
61 Seeking help from a counselor will not make the situation go away at work.
62 Since our unfortunate losses to suicides, do not want to be targeted as unstable
63 Societal labeling and permanent reputation scars. Uncertain about anonymity of program or reports issued to department.
64 The administration is bound to find out.
65 The department would find out, and employees would be looked down on.
66 The history of the department
67 The stigma placed on receiving help is too great to overcome.
68 These files seem to be to readily accessible during lawsuits.
69 They are strangers and who knows who hired them.
70 They may use it as an excuse to get rid of someone.
71 They work with WVSP
72 This program only exists to look good. It's a shame that no one really gives a [Edited].
Is this program really going to help when the stress is coming from dealing with the administration?
73 Ties to WVSP

- 74 Unfamiliar with person from EAP
- 75 Unknown - I would attempt it if I felt I needed it.
- 76 What is stated could be brought into court there is no Dr.-patient confidentiality.
- 77 Would probably seek own private company.
- 78 Wouldn't want the department knowing.
- 79 WVSP is a client of EAP. To keep WVSP as a client they will do what WVSP wants them to do. WVSP has dictated to EAP things they want to include records of counseling members.
- 80 You would be blackballed afterwards.
- 81 You would be viewed as being weak or crazy and then this would in turn affect your job negatively.

Responses for Question 19

Is seeking mental health services discouraged by the WVSP Administration?

- 1 Never heard of any discouragement
- 2 Not that I know of
- 3 But we need better availability and options for mental health.
- 4 Perceived weakness
- 5 Unaware?
- 6 But they kind of offer it to you in a left-handed way.
- 7 Have not dealt with this area. Not discussed by administration much
- 8 It is not encouraged or discouraged to my belief.
- 9 I cannot be sure, but I would say the department would frown on it. Because if you're sick or hurt and are off longer than the department feels you should be off, you will hear about it.
- 10 Openly probably not.
- 11 It is not encouraged, either.
- 12 Don't know
- 13 I do not recall the administration being vocal for or against such services.
- 14 It's not discussed
- 15 I don't think it's either discouraged or encouraged.
- 16 Never had to deal with this. Unfair to comment on this subject.
- 17 Not sure It is not discussed.
- 18 No comment.
- 19 But I don't hear about it much
- 20 I don't know, but I wouldn't trust them.
- 21 I do not know.
- 22 It is not discouraged, but please see response to [Edited].
- 23 Don't know
- 24 It isn't promoted either.
- 25 But if you do it you probably going to lose your job.

26 I feel this is an individual issue that keeps you from seeking services.
27 Not that I am aware of
28 I don't think it is discouraged openly but I am sure it is looked down upon and to a point I agree. You have to be stable at all times to do this job. We don't have room or the number of troopers for a guy to be off of work because he/she can't handle something that has happened to them personally or professionally.
29 I don't know. I've never needed any so I cannot comment
30 Not aware of any incidents.
31 I don't feel that it is discouraged but I know many people believe that a person would be treated "unfairly" if the fact that they sought help for an issue should become "public"
32 Unsure, not had any issue to require.
33 Neither encouraged nor discouraged that I'm aware of.
34 No comment
35 Have not been confronted with this. I've only heard hearsay and rumors.
36 On paper I would say no but behind closed door possibly.
37 Unsure?
38 Do not know, never discussed
39 It would depend on whether or not the department wanted you to have mental problems
40 I know troopers that have shot people and they can't get help for fear of losing their jobs.
41 No comment
42 Don't know
43 Not that I've heard.
44 I don't have an opinion
45 Not that I'm aware of.
46 Don't know have never sought this service.
47 Liability Issues
48 I don't know/no personal experience.
49 No personal awareness/experience from myself or co-workers
50 Not really. But difficult to obtain.
51 Unknown I have never needed their assistance.
52 Unknown
53 I believe that it is only encouraged to the extent to cover the dept. or administration from liability. I also believe that it could backfire on an employee for example, if that employee leaves the dept. and seeks employment elsewhere.
54 I don't know, I've never asked for any.
55 It all goes back to the belief that we "troopers" never need help. We handle everything. Slowly this attitude fades in the general population but in the realm of the state police, seeking help for mental health issues certainly carries a negative stigma.
56 Don't know
57 They encourage it
58 Do not know.

- 59 No experience
60 I've never heard of anyone being discouraged.
61 It is considered to be a big deal regardless of the circumstances. My private life should not be the department's business.
62 Not officially

Responses for Question 20

Would you feel more comfortable seeking mental health services other than those provided by the WVSP?

- 1 Unknown, probably not
2 Wouldn't feel comfortable seeking either.
3 Would feel like I had more anonymity
4 Unknown
5 This is due to having to travel to Charleston area if the assistance was needed.
6 The Dept should not be involved w/personnel mental health issues unless it affects my job or work performance.
7 That would depend on what type health services I needed.
8 Simply because I would want to have easy access to these services based upon the area I am assigned.
9 Seeking help elsewhere, information likely not to be leaked out. Not aware of anyone's information leaking out, but would fear it would happen.
10 Possibly would see what is available.
11 Personal preference.
12 Only if I felt that the services provided by the WVSP were inadequate would I seek services elsewhere.
13 Not if there is exchange of any file information.
14 Not if documentation is provided to department.
15 Not comfortable.
16 Not comfortable the department mental health staff would be confidential as the "unintelligible" is concerned.
17 No experience
18 Neutral
19 Keeping counseling outside the house; keeping it confidential.
20 If someone is having mental problems I think it would not make a difference who I'd talk to.
21 If needed, Yes! I wouldn't come to the current administration for any kind of help. Just being honest.
22 If needed would get as many opinions as possible.
23 If it were needed.
24 If it were kept confidential.
25 If I needed it.
26 If I need it, I would feel better going outside the Dept to a provider-non/dept affiliated.

- 27 If I had personal issues I would probably prefer the Dept not know about them. If they were stemming from work I wouldn't care if they knew.
- 28 I would prefer to choose my own services.
- 29 I would prefer to go to someone in the area I live in or work in.
- 30 I would not feel confident in the confidentiality aspects of that interaction.
- 31 I would have to confide in another trooper not supervisor before I sought out any services.
- 32 I would feel more secure that the information would not be disseminated to my supervisors/co-workers.
- 33 I would feel more comfortable with someone not specifically attached to the dept.
- 34 I would be worried about confidentiality of records.
- 35 I would be more comfortable using an outside source other than the EAP.
- 36 I would always feel more comfortable seeking out my own services.
- 37 I was being seen by a doctor in [Edited]. I didn't tell supervisors and other members of the dept due to fear of discrimination.
- 38 I personally would feel more comfortable talking with someone who knows more about "us" and what we do, and what causes us problems...Someone who may have had some experience talking with other officers, especially troopers in our department
- 39 I know of several members whom are currently seeking "outside" treatment to avoid department involvement and knowledge.
- 40 I just wouldn't want everyone to know my personal problems.
- 41 I have not needed these services so I cannot answer that question.
- 42 I don't need mental health services.
- 43 I don't have any so I am not too concerned about it.
- 44 I don't feel I need any mental health services.
- 45 I do not want the department having access to my records.
- 46 I do not know much about the departments plan.
- 47 Feel it would be totally separate and private from work.
- 48 Don't know
- 49 At this time I have no opinion on this matter. Thank you.
- 50 At this point any outside agency appears to be better than what is provided by the organization.

Responses for Question 21

Does the WVSP require each Trooper to issue a specified number of traffic citations or warning citations on a monthly basis?

- 1 On paper No! Not so much citations and warnings as there is the unwritten requirement to have 100 contacts throughout the course of the month. These 100 contacts can be citations, warnings, arrests, etc. Just as long as the total of each category equals 100.
- 2 100
- 3 100 contacts if not Sgt has to explain EPA.
- 4 100 contacts if this is not met the Sgt has to explain why.
- 5 100 contacts per month are required.

- 6 100 or you're threatened with being written up. My Sgt. is competent enough to know if I'm working hard w/o being required to make me prove it with a particular amount of citations. This is not a detachment level problem.
- 7 100 required a month at a minimum.
- 8 100 road law contacts
- 9 A certain contacts(numbers) are required (not outlined or mandated)
- 10 A specific number of total contacts is strongly encouraged.
- 11 A specified number is not set, however 100 contacts per month is highly desired.
- 12 Activity is expected to be maintained at an acceptable level. In other words - troopers are and should be held accountable for doing their duties and keeping the public trust.
- 13 Activity must be acceptable. If not, then an explanation must be provided for why the low activity.
- 14 Again, haven't worked troop [Edited] long enough to know. I think so in some troops. In troop [Edited] people knew what an acceptable level of activity was. Generally 100 contacts. Not just tickets, but responses, arrests, etc. Calls for service did not figure into this.
- 15 Along with criminal complaints and arrests.
- 16 But as a detachment commander I expect my men to produce if they are not busy on investigations.
- 17 But if numbers are low you are told you are not meeting expected work level.
- 18 But if you count a lot of road patrol you need to have contacts.
- 19 But if you don't have a lot of numbers/contacts you may be talked to or receive a negative EPA-2.
- 20 But in past was told to have at least 100 contacts each month.
- 21 But it becomes an issue if larger numbers are noticed or it affects the yearly numbers of contacts and appearance of being busy.
- 22 But so many are expected.
- 23 But they are number oriented. It seems at times that's all the department cares about is numbers.
- 24 But they do by detachment or troop. It is unwritten rule that you must have so much activity per month. But, I have never been told in troop [Edited] or [Edited] to have so many tickets.
- 25 But they give bad EPA 2's if you don't have what they feel is enough road contacts.
- 26 But you need around 100 total contacts.
- 27 But you need to show your activity or existence
- 28 Certain areas require a specific number while others require a letter attached to a members monthly activity when road law or other activity is low.
- 29 Certain expectations are required and expected to perform duties in enforcement efforts.
- 30 Common quota of 100 contacts. In certain instances when not met, A supervisor must explain low activity.
- 31 Daily goals, contacts per hour of road patrol counted.
- 32 Direct Order from my SGT min of [Edited] ticket per month! Have been EPAed for less.
- 33 Each member has a set goal to meet each day.
- 34 Each troop has its own agenda, especially the turnpike. Troop [Edited] does not do

this.

- 35 Expectations have been put in writing
- 36 Have been told that I haven't written enough tickets during the month but never told that there was a specific number.
- 37 Here is the deal on our activity; a murder investigation is worth one point, so is one citation, so if they want numbers up, they tell you to go out and write citations. It all looks good on the outside. My (goal) a month is [Edited] contacts. Other troops are requiring 100 contacts.
- 38 However, each trooper activity is checked by the district commander. If you are the low man a memo is sent to troop HQ.
- 39 However, expectations exist and are expected to be met.
- 40 However, it's expected to write a certain number in this troop.
- 41 However, we are expected to have activity.
- 42 I am aware of other detachments that require a high level of traffic citations or negative evaluations are given.
- 43 I believe when you hand each trooper a memo with YOUR GOAL IS____ a day and it differs with amount of time in department that is a goal. This does happen.
- 44 I don't know of any special # but the emphasis is made that a great number of road contacts is required.
- 45 I have been told 100 contacts.
- 46 I know we need to work and we need numbers to justify ourselves. I would like to spend more time investigating property crimes. This generates less numbers.
- 47 If traffic citations and warnings are low, we receive a negative EPA-2.
- 48 If we don't issue a certain amount of citations, we get a negative EPA
- 49 If you do not show activity in this field you can be reprimanded.
- 50 If you do not write 100 you are wrote up.
- 51 If your numbers are low you will hear about it.
- 52 it is no secret that troop [Edited] and troop [Edited] require 100 contacts a month. 100 warnings will keep you out of trouble. It is totally ridiculous to compare the value of a felony arrest equally with one warning.
- 53 It is not limited to citations. It is based on total contacts for the month to include arrests, reports, and other activity.
- 54 It is not written down or in policy, but it is expected that you get 100 contacts. These contacts consist of traffic citations, warning citations, arrests, and reports.
- 55 It isn't specified but is obviously expressed if we don't have certain amount the officer will receive a negative EPA which will affect their promotion.
- 56 It's all about the numbers. Of course this isn't happening, although evaluations are based on the numbers.
- 57 It's called a goal, they want 100 contacts a month
- 58 It's just not tickets, its contacts.
- 59 It's not specifically citations, but rather overall contacts which include other things as well. Citations are just the easiest way for lazy troopers and lazy supervisors to meet the goal.
- 60 Lack of road law activity can bring negative attention to a trooper.
- 61 Must meet a standard level of activity, "Quota"

62 No specific #, but we have to show results.

63 No specific number but higher is better.

64 No specific number is given, but "numbers" are strongly emphasized.

65 No specific on each one-but it is emphasized to have at least 100 total contacts which include arrests, reports and citations. That goal is difficult to meet without focusing on traffic citations/warning citations.

66 No written policy on "quota" but reprimanded if certain expected numbers are not achieved. This is verbal expectation or on interoffice memo.

67 No, but I have heard of some supervisors that do require it.

68 No, it's not required but strongly encouraged.

69 Not a specific number - however there is an idea that a minimum number of 100 contacts in a month total for arrests, CI's, citations, crash, etc.

70 Not an exact number-just strongly encourage to have high number.

71 Not at [Edited]. Are Quotas/Goals at other detachments/districts/troops.

72 Not in our troop or detachment. I have heard that some areas now have a "quota".

73 Not in this troop

74 Not in Troop [Edited]

75 Not in troop [Edited], but I have heard of other troops requiring a quota.

76 Not in troop [Edited], but other troops are doing so.

77 Not in troop [Edited], but other troops like Troop [Edited] yes.

78 Not in troop [Edited].

79 Not in Troop [Edited]. However, I know other troops do so check with the troopers on turnpike.

80 Not required but do have detachment goals

81 Not specified.

82 Not where I work. You do have to show you are working.

83 Not written but implied.

84 Numbers are documented

85 On the turnpike and troop [Edited], there are quotas. Also within some troop/districts there are also quotas which result in discipline.

86 Our troop likes to see us have 100 contacts per month.

87 Requirements differ depending where you work (troop)

88 Some have monthly "goals"

89 The department does not, but supervisors give out memos with "goals" for "contacts" (tickets) on a regular basis. Ten speeding tickets are considered "better" than any felony arrest and conviction.

90 The Dept. does not enforce quotas. However, members on detachment are given a suggested "goal" based on rank/longevity.

91 The normal number is 100

92 The unwritten rule of 100 overall road law contacts.

93 There don't seem to be enough "contacts".

94 There has not been any written requirement on citations, just "contacts" in general. I, personally, have been disciplined for low activity, specifically a low number of "contacts".

- 95 There is a goal that must be met. These are part of the goal.
- 96 There is a quota, or expected amount per month or shift.
- 97 There is a work expectation of each road trooper. This includes arrests/cis/road law, etc. A monthly minimum total of 100 is expected.
- 98 There is an unwritten rule but not for only citations. They also include arrests and reports in this quota.
- 99 There is no quota, but if certain numbers are not met, then employee performance appraisals are done.
- 100 There is no specified number of citations or warnings required by any written notice or policy. However, some detachments have "Goals" which the troopers are REQUIRED to meet.
- 101 There is no written number, but some detachments do have "goals".
- 102 There is not a set number but you need good activity for the month.
- 103 There is not a written rule and nobody will give a number but some tickets and warnings are expected.
- 104 This does not occur in troop [Edited], but does occur in troop [Edited] and other areas. It is not labeled as a quota, it is labeled as acceptable level of performance or "monthly expectations", as it is known in troop [Edited].
- 105 This is an unwritten rule, but each road trooper is expected to produce 100 contacts per month.
- 106 This is not in writing anywhere, but there is a magic number of 100.
- 107 Ticket or contacts are pushed on you--goals.
- 108 Total contacts including arrests, CI's and accidents must be 100. It's not a quota, it's a bench mark. Not reaching the bench mark has consequences.
- 109 Troop [Edited] requires 100 contacts per month or EPA will be issued.
- 110 Troopers are encouraged to obtain at or near 100 contacts per month--If they say it isn't true--they are lying! Even if you have several days off during the month or have a criminal investigation, they expect numbers.
- 111 Troopers are given a "goal", if not reached then letters are written and EPA are given.
- 112 Troopers are required to have 100 "contacts" per month. Not necessarily all road law contacts.
- 113 Troopers don't want to issue citations due to high costs on tickets. If your numbers are low, you are requested to increase them
- 114 Troopers must make a combination of 100+ contacts with traffic and criminal work.
- 115 Troopers need to show activity
- 116 Troopers should want to generate activity. Numbers are expected but are very reasonable. Self motivators shouldn't have any problems.
- 117 Troopers want at least 100 contacts from each trooper.
- 118 Turnpike is rumored to have quotas.
- 119 Unfortunately the perception in some regions of the department has become reality. Not an issue in troop [Edited]. We are merely encouraged to stay busy.
- 120 Unofficially we are required to maintain 100 contacts during a one month period. If not met without just cause, such as a large investigation, sick time, etc., we would be spoken to either by 1st level(Sgt.) or 2nd level (1st Sgt.) supervisor
- 121 Was 100 a month, now it is [Edited] a day.

- 122 We are a numbers oriented organization. What do you think!!
- 123 We are expected to work, however if you lack in road patrol, I have heard but not been affected that there will be consequences
- 124 We are watched and compared with other area troopers
- 125 We have to keep a certain number of road contacts each month.
- 126 We were given expectations in writing.
- 127 Where I work I was told a goal of [Edited] contacts needs to be achieved. Elsewhere not for sure, but have heard through hearsay.
- 128 While a specific number of tickets is not required, a certain number of overall "contacts" (i.e. reports, tickets, arrests, etc.) is required. If the number is not met, the officer gets a negative evaluation.
- 129 While stationed in troop [Edited] there was a minimum requirement of 100 contacts a month or disciplinary action would be taken.
- 130 While stationed on the [Edited] a minimum amount of contacts were required to receive extra patrols and overtime.
- 131 Would like to see 100
- 132 WVSP does not have quotas, but a trooper must have a certain number of contacts to justify activity.
- 133 You are given a standard for overall activity, not a particular category. No one is required to meet the standard as a quota. It is used as a guideline of performance. Other factors such as type of criminal investigations are also looked at.
- 134 You have to justify your existence.
- 135 You still need to justify your existence by having an adequate amount of contacts.

Responses for Question 22

Does the number of traffic citations and warning citations issued by each trooper affect advancement, promotion or retention?

- 1 Possibly if the 100 contacts is not met then administrative punishment is administered.
- 2 You are judged by the quality of work you do, not how much you do.
- 3 With emphasis placed on numbers a warning ticket written in 5 minutes carries the same weight as a felony arrest that may take months of investigation.
- 4 We are a numbers oriented organization. We are encouraged to produce big numbers thus supervisors makes that trooper a "shining star" and will compete that trooper with other troopers. I believe that this encourages poor quality of arrests and citations, and leaves no room for officer discretion and empathy towards the public that we serve.
- 5 Unknown. It's never clear when it comes to promotion.
- 6 Unknown
- 7 Unknown
- 8 Troopers who write a lot of traffic are looked upon as hard workers, even if they slough off other calls.
- 9 Troopers get tired of the "numbers game" and seek other employment.
- 10 Troopers are expected to produce activity. This is how they know if we are doing our job.

11	Trooper [Edited] was advised he would be transferred, but only if his activity (such as tickets) would increase.
12	Ticket writers who have large amounts of activity via citations drive better vehicles, are treated better, etc. At least in Troop [Edited]. Don't think it's that way anywhere else or so I've heard.
13	They judge whether you will make a good supervisor or not by the amount of work you do. Troopers are also given a numerical yearly rating that is factored into a formula for promotions. If your supervisor likes you--you get a big number-if not you get a low number. This takes the predictability out of promotions.
14	The way we are lead to believe is, a trooper who writes a lot of citations is a better trooper. This preconception would definitely affect advancement, promotion and retention.
15	The more you write the better you look, not based on criminal investigation work.
16	Subjects when do not write many citation appear to receive discipline in some form
17	Promotions are done by the good ole boy system
18	Promotions are based on yearly evaluations.
19	Promotion is determined by testing, seniority, etc.
20	Prolonged low-activity can lead to detachment changes and transfers.
21	Productivity is and should be expected.
22	Possibly by way of EPA's.
23	Poor EPAs could hinder a promotion.
24	Numbers are watched closely at district/troop levels and performance ratings reflect same.
25	Numbers are documented
26	Not that I'm personally aware of. If a Trooper does make it off probation, but continually does not produce activity numbers, then they would eventually be reprimanded.
27	Not that I know of
28	Not sure.
29	Not sure
30	Not overtly, but you must have some quantitative assessment of a troopers daily activity.
31	Not in this troop, but It is in others
32	Not in this troop
33	Not for sure, some troopers are better at certain areas in law enforcement.
34	Not due for promotion
35	Not aware
36	No specific number has ever been given to me, but a certain number is expected.
37	Negative EPA's effect promotional scores.
38	Negative EPA-2s have an impact on our rating during our yearly evaluations which could impact promotions.
39	More numbers equates to improved and favorable view from supervision. (not as much as my current detachment)
40	Maybe
41	I've heard they have been disciplined with an EPA2

- 42 It would show, it does show the officer is a hard worker.
- 43 It does somewhat. Low road law activity could cause a bad EPA which in turn would affect your promotional score.
- 44 It directly affects employee appraisals, which gives points on promotion cycle.
- 45 It depends on the Administration.
- 46 I'm not sure
- 47 If you get high "numbers" you are treated better. I.e. Promotions, evals, etc.
- 48 If you don't show a decent level of activity then you are lazy or not trying hard enough. Those troopers don't get promoted or selected for specialty jobs like BCI unless they are connected.
- 49 If you don't get a lot of numbers you will be reprimanded.
- 50 If you do not produce above wherever # is designated you get EPA'd.
- 51 If you do not have the contacts at the end of the month you will be reprimanded.
- 52 If you do not have good activity over several months you could get an EPA. This can affect advancement, promotion, or retention.
- 53 If you consistently don't meet the expectation-you can get wrote up (EPA) and that can affect promotion, advancement, or retention.
- 54 If you are an activity machine you are one of the boys.
- 55 It could if EPAs are low , it could deduct points from promotion scores
- 56 If a trooper is considered a sub-standard trooper he or she will be labeled as such and be looked at as such.
- 57 If a trooper consistently does not meet a quota he can be written up which would affect advancement negatively.
- 58 If a member does not write an adequate amount of citations, OT may be held back, this occurs in troop [Edited]. This is not a problem in troop [Edited].
- 59 If a member does not produce an adequate number of contacts, he/she is rated differently on employee performance, which affects promotional points
- 60 I would say good activity can help, but not any more than who you know, or other factors.
- 61 I really don't know, haven't seen it though or been through promotional cycle.
- 62 I personally don't know of any situations.
- 63 I don't think so.
- 64 I don't think so, but I don't know for sure about promotion and advancement.
- 65 I don't know.
- 66 I don't know.
- 67 I don't know.
- 68 I don't have direct knowledge of this affecting a promotion, but if the work ethic and reputation is low then obviously the Col. Has the discretion to pick out three candidates.
- 69 I don't know if it does or not
- 70 I do not know.
- 71 I believe they look at your activity when they pick you for promotion. They want to see if you have "played the game" or not.`
- 72 I believe it to be common knowledge that a large amount of road contacts would get a trooper noticed and advancement more likely.

- 73 I believe if you are a good worker, it helps w/certain aspects of your job.
- 74 However, a trooper with high numbers will not be released/transferred easy. He would be retained to show better numbers for the detachment.
- 75 Expectations are known to all and testing requirements for promotions and overall work ethics and abilities.
- 76 EPA for low number. [Edited] county-no interstate.
- 77 Employee performance appraisals (EPA) are reviewed and could be used against a member during promotional cycles if a comment or evaluation is documented on the EPA reference traffic citations and warnings.
- 78 Don't know.
- 79 Don't know.
- 80 Don't know except if a troopers given an EPA2 for low activity this could affect promotion.
- 81 Certainly it does part of how "good" of a trooper you are depends on number of contacts per month. EPAs are somewhat based on activity.
- 82 But overall activity helps and should.
- 83 But not writing any or very few does show a lack of effort.
- 84 But larger numbers are encouraged and you better produce or receive grief.
- 85 But if your numbers are low and you get EPA's, that are not favorable, it will hurt your promotion points.
- 86 But if an officer is doing nothing he should be disciplined or fired.
- 87 Big numbers equal big rewards and it's the only way to be recognized in a passive way.
- 88 Affects evaluations, definitely
- 89 Activity levels have to be justified and effects yearly personnel evaluations.
- 90 A high number of tickets will reduce the amount of negativity from supervisors

Responses for Question 23

Are troopers disciplined or reprimanded if they fail to write a specified number of citations or warnings each month?

- 1 They would EPA'd and such letter of reprimand would go into the troopers departmental file.
- 2 You will hear about it.
- 3 You may receive disciplinary action for low activity.
- 4 You can get a EPA for low activity
- 5 Written up, low evaluation etc. Asked to work harder, as if because we haven't written enough tickets we must not be working. Felony cases don't count for much anymore.
- 6 Write ups are used, suspensions, I have heard, but have no firsthand knowledge.
- 7 While stationed on [Edited] overtime and extra patrols were withheld.
- 8 While evaluation forms are not considered "disciplinary".
- 9 We can and do receive poor evaluations if our numbers are low and have this field listed as an area to be improved in...write more citations.
- 10 We are told that we need to get our road activity up if we drop in our activity.

- 11 We are in constant stress of not having enough "contacts" for the month. Numbers are stressed over criminal work. It's difficult to follow-up on investigations when you are constantly in fear of not having enough "contacts" for the month.
- 12 Was advised of a trooper in [Edited] who was required to make a given # of contacts because activity was low.
- 13 Verbally you need to show your activity.
- 14 Verbally or documented by EPA as low activity.
- 15 Verbally encouraged to get the numbers exp.
- 16 Verbal, EPA-2 form counseling.
- 17 Verbal first, progressively worse from there. Accountability is truly a must though. And it is stressed to not write all citations, but to also and primarily write/issue warning citations.
- 18 Verbal
- 19 Varies EPA, change of days off, transfers (temporary or permanent)
- 20 Usually just a good scolding but troopers have been temporarily transferred and threatened with transfers.
- 21 Unknown
- 22 Undesirable details may be assigned, threats of transfer, etc. All of which will be made under unmentioned terms, (i.e. a different reason will be used instead of lack of activity but the real cause would be lack of activity.
- 23 Troopers on my detachment have been required to write letters of explanation to senior supervisors. Equipment has been withheld or taken from those who do not write tickets.
- 24 Troopers have been given a negative EPA-2 for low road law contacts. It is also reflected in their yearly evaluations.
- 25 Troopers are required to produce work (like any other job)
- 26 Troopers are required to produce activity. If you are not working any major criminal investigations and have a lot of road patrol hours you should have the citations to show your time spent. This isn't a required number, but should be appropriated relationship and if not the trooper would be questioned.
- 27 Troopers are issued written reprimands for failing to have adequate numbers produced.
- 28 Troop [Edited] requires 100 contacts or EPA will be issued.
- 29 They would be given a verbal reprimand & then eventually give a written one.
- 30 They may not get the preferred days off, may not get a new vehicle or may not get chosen for FTO.
- 31 They may be threatened with transfer if they don't.
- 32 They are reprimanded even orally for not having enough contacts.
- 33 They are advised they need to pick up their activity.
- 34 There is not a specified number given but I have heard of troopers that have received negative EPA-2s for low activity.
- 35 There is no specific number but if you don't have contacts they reprimand you.
- 36 There is no magic number of contacts but, if you haven't produced an adequate amount the trooper would receive a verbal counseling or EPA.

- 37 There is a low activity memo completed each month if you are busy on follow-up investigations or chasing calls when you are placed on the memo. If a trooper writes more tickets; thus having contacts, but does not have many investigations or it is not taking many calls he is not placed on the memo because of numbers.
- 38 There are incidents almost monthly that a trooper is EPA2 for low activity, these EPA2 are not grievable so you just have to take them.
- 39 The same or higher quota a following month. Possible adverse shift change.
- 40 Temporary transfers to South Charleston
- 41 Supervisors want to see activity on your monthly.
- 42 Some troopers have been made to write letters and you hear supervisors make statements about the numbers.
- 43 Some detachments have to write justification letters.
- 44 Some detachment commanders are required to prepare a monthly activity justification letter for each member under his /her command. If it isn't what is expected, usually the Sgt. will address this with you.
- 45 Schedules shift changes, written letter of explanation, reduced overtime or contract work.
- 46 Road Law activity is required but changes based on other factors including criminal reports, etc. Failure to write citations/warnings would be a greater issue if other activity did not offset the road law activity or lack thereof.
- 47 Pressure to obtain more the following month
- 48 Pink form of EPA
- 49 Performance appraisals get hit.
- 50 Only heard, not affected.
- 51 Numbers justify time worked.
- 52 Numbers are documented
- 53 Not that I know of
- 54 Not sure
- 55 Not specified but would receive negative EPA for having a very low amount.
- 56 Not specifically related to tickets, but you must show that you are staying busy.
- 57 Not locally, but I have heard of this in other areas.
- 58 Not just on citations. But if overall contacts are low, he/she will be EPA 2.
- 59 Not in troop [Edited]
- 60 Not in this troop
- 61 Not in this detachment, district or troop, but have heard it does in other troops.
- 62 Not here.
- 63 Not good question. Troopers need to show activity. i.e. arrests, citations, etc.
- 64 Not based on traffic alone, but if activity levels are low, discipline can be an issue. No one should sit and do nothing.
- 65 Not at this office.
- 66 Not at this detachment.
- 67 Not a specific number, but they can be given a bad evaluation for not producing a reasonable amount of traffic contacts. Once again, we are being paid to do this as part of our job.

- 68 No-but an officer is held accountable by a monthly activity form and if someone is low inactivity is several areas then he isn't doing an effective job.
- 69 No specific #, but get bad EPA's or verbally reprimand for not having a considerable amount of contacts.
- 70 Negative performance appraisal for not producing enough numbers
- 71 Negative evaluations are distributed for low activity along with a letter of explanation written by the trooper.
- 72 Negative EPA2s are issued and verbal counseling.
- 73 Negative EPA2 evaluations are given to troopers who do not issue a lot of citations. This has done on in troops [Edited] and [Edited]. I have known of troopers disciplined for this.
- 74 Negative APA for low activity.
- 75 Members are often required to submit letters explaining the reason they failed to produce "adequate" numbers of citations and warnings.
- 76 Low evaluations and documented counseling. Judged as being lazy.
- 77 Letters, EPA's given.
- 78 Letters, EPAs
- 79 Letters have been sent based on reasons for low activity.
- 80 Letter of reprimand
- 81 Letter explaining activity if it happens again, other actions would be taken.
- 82 I've saw troopers be disciplined for not having enough road contacts.
- 83 I've heard they are in other troops. In troop [Edited] I know people have been for failing to have acceptable activity. In fairness. 100 contacts is not hard to accomplish at any detachment in troop [Edited]. Very busy with calls, and a lot of major highways, and population.
- 84 It's not a specific number, but it if you do not write any or at least some you are verbally reprimanded with threats of other reprimands.
- 85 It would depend on the Trooper and his supervisor's personality. I was told by my 2nd level supervisor that I wrote "too many" warnings and not enough tickets. Although I personally disagreed, I wasn't dumb enough to continue doing this. Therefore, a Trooper must learn to "play the game" and do what it takes (lawfully) to stay out of sight and out of mind. In some parts of the state it is easier to this than in others. A trooper in Chas. or Martinsburg wouldn't have the time to do as much quality investigation due to the amount of calls. However, they would have more opportunities at writing more tickets than a trooper in a rural county would. Discipline could come in the forms of verbal reprimands, temporary transfers for 30,60 or 90 days or eventually loss of employment.
- 86 Indirectly
- 87 In troop [Edited], it is not that way, but I have heard other troopers complain about being reprimanded.
- 88 In troop [Edited] and EPA would be filled out for unsatisfactory job performance.
- 89 In some areas of the state if a certain number is not written, the member must write a letter of explanation and is then given an EPA.
- 90 If your numbers are low, it's looked upon as not doing anything and you are spoken to
- 91 If you don't meet the criteria then you are given a poor performance evaluation that

does not meet expectations".

92 If you don't have enough activity you could be punished by having leave cancelled, days off changed and extra night call.

93 If you don't have adequate numbers

94 If the overall number of road law contacts does not qualify "quality" contacts reading 100 then an EPA is issued.

95 If levels of activity are not met their supervisors will react to try to increase activity.

96 If it's a continuous problem but if the criminal work justify the low ticket numbers, no.

97 I never have been.

98 I look at overall activity levels for performance evaluations. With the cost of a ticket around 160.00-180.00 dollars a warning in most cases is better than taking food or gas money from hard working people.

99 I know of some that were epa'd because of low activity not having 100 contacts.

100 I haven't been so far

101 I have never seen it personally, but have been told by other troopers. We also have to write a letter each month justifying each trooper's activity. If not good we are supposed to take action against them. "Numbers game for the last [Edited] yrs. It's embedded in the department

102 I have never personally observed any trooper get into trouble for this.

103 I have heard that not having DUI's will mean not being given extra patrol money.

104 I don't know

105 I am not aware of this happening in Troop [Edited]. However I recently transferred from Troop [Edited] and observed at least one Trooper receiving a negative EPA2 for his low activity road law contacts.

106 However, letters have to be written explaining activity and possible action if low.

107 However, a trooper needs to show he has been working either with criminal work or traffic law enforcement as a form of accountability.

108 Have not personally experienced it but have been told of others.

109 Have knowledge of verbal reprimands.

110 Even though you may be working on major investigations, that do not produce big numbers, you are expected to have numbers.

111 EPA's. Extra details, day off duty changed, transfer.

112 EPA's, verbal reprimand

113 EPAs, Transfers, bad evaluations, no overtime, etc.

114 EPA's, pink forms

115 EPA's, Butt chewing, etc.

116 EPA's have been given

117 EPA's - Days off changed, verbal.

118 EPAs

119 EPA2's would be issued to those troopers who had low ticket issuances and or arrests per month.

120 EPA2, DOD's changed work hours changed. Ordered to work a different county then the one you are assigned to.

121 EPA-2 on file at Det.

122 EPA/Letter of Reprimand/Change in days off

123 EPA, meeting w/captain, exempted from contract work and overtime, etc.
124 EPA or an actual Professional Standards complaint/investigation. Discipline could be
changing days off, changing shifts, taking your vehicle away, or just questioning every
decision or move you make. In other words harassing you until you either break or
comply. To most troopers changing days off or shifts may not be a big deal.
Personally, I do not work the days I work for me. [Edited]

125 EPA for low numbers, low numbers = lazy.
126 EPA for low activity. If activity low supervisor has to right letter to explain why.
127 EPA 2. I had a [Edited] taken away because I didn't meet the quota for the month.
128 EPA 2
129 EPA 2
130 EPA
131 EPA
132 EPA
133 EPA
134 EPA
135 EPA

136 Employee Performance Appraisal.
137 Employee Performance Appraisal
138 Don't know
139 Does draw attention to particular officer and lists are routinely made w/good or bad
activity.

140 Disciplinary action may take place if 100+ contacts are not reached monthly.
141 Criminal investigation time (arrests) is considered in activity. However, if you are not
making arrests your # of citations and warnings should be up. Magic # for a good
month is 100 (road contacts and arrests)

142 Counseling, employee appraisal, etc.
143 Counseled
144 But you will be noted on yearly and quarterly evaluations.
145 Being a [Edited] I have encouraged my members to increase activity to meet my
expectations. I base my expectations on the efforts of [Edited]. I expect my members
to work for their paychecks. Writing citations or producing activity is part of their job.

146 Bad EPA's, which affects scores toward promotion and can lead to discipline.
147 Asked to write letter of justification if activity is low.
148 As stated before I do expect the troops to enforce road law when not busy with other
police functions.
149 Any number of tactics can be used to motivate someone who doesn't produce what is
expected.
150 An officer will receive a negative EPA's for a low amount of citation, warnings
(contacts) and also arrests.
151 All members are expected to do their duties to an acceptable level of performance
and objectives.
152 Again, not in troop [Edited]. [Edited] units are denied overtime for not writing enough
tickets.
153 Again, I do expect to see at least [Edited] per week written though.

- 154 Activity levels have to be justified and can result in negative EPA's on a monthly basis.
 155 According to word of mouth verbal/written reprimands-letters of explanation;
 possibly negative EPAs.
 156 A trooper can be EPA (reprimanded) if activity is low.
 157 100 contacts is mandatory.
 158 Nothing has happened to me, but heard only through hearsay, members have been
 written up. Can't give specific examples, just heard hearsay.
 159 Each month the Det. Commander has to write a letter to the first sergeant explaining
 which trooper had the lowest activity and why he was low. The trooper involved is
 spoken to about his activity level for the month. This does not necessarily constitute
 discipline or reprimand. But it is a good way for the supervisor to identify a trooper
 who has a problem.

Responses for Question 24

Have you or do you have knowledge of a Trooper(s) being arbitrarily transferred or relocated as a form of discipline?

- 1 Former Sgt. [Edited] demoted to [Edited]. Then transferred from [Edited] to [Edited].
 2 [Edited] - Troop [Edited], Trooper [Edited]- Troop [Edited], Trooper [Edited] - Troop
 [Edited]...[Edited]
 3 [Edited] related an interest in transferring out of [Edited]on [Edited] and immediately
 lost his [Edited] and was eventually transferred to troop[Edited]
 4 [Edited] The list would be lengthy.
 5 [Edited] was in [Edited] sent to [Edited], he is no longer in the department.
 6 [Edited], [Edited detachment, Cpt. [Edited] transferred him to [Edited in 2006 after a
 meeting he had to discuss [Edited].
 7 [Edited], [Edited] Detachment to [Edited]. [Edited], demoted and transferred to
 [Edited]. Others over time, can't think of now. Pretty common practice.
 8 [Edited], District [Edited]Troop [Edited] - was demoted from district [Edited]
 9 [Edited], need I say more?
 10 [Edited]Troop [Edited], transferred to troop [Edited], currently back to troop [Edited]
 where he should be.
 11 [Edited] was transferred from [Edited]s to [Edited] in [Edited].
 12 Also denied requested transfers for hardship reasons. Disciplined for requesting a
 transfer
 13 Arbitrary? There is usually a good reason.
 14 Cannot answer.
 15 Good question - review the transfers w/resignations over the last 10 yrs. See how they
 compare.
 16 Good troopers have been chased off due to personality clashes.
 17 Has not happened to me so I will not mention names but this does happen.
 18 Have heard rumors that this happens but no real knowledge.
 19 Heard rumors, don't know anything for sure.
 20 I am not sure of what others have been transferred for.

- 21 I believe trooper [Edited] was transferred twice against his will. I know other troopers who have been told to take the transfer or get fired, not to say they shouldn't have just been fired.
- 22 I can't say that I have any direct knowledge of such an incident. We've all heard rumors and stories.
- 23 I have heard stories of this occurring. I have no solid evidence of this ever actually happening.
- 24 I know of several instances, but they were all justified based on what the trooper did. They could no longer work in the county.
- 25 I know that [Edited] was transferred to [Edited] as a form of discipline.
- 26 I think, but not for sure
- 27 I was transfer because I did not write enough contacts approx. [Edited] years ago.
- 28 I was transferred to [Edited] due to taking [Edited] when [Edited].
- 29 I'd say everyone knows somebody.
- 30 It happened to Cpl.[Edited]. It was done by [Edited]. Against the wishes of the [Edited].
- 31 It has happened but it is reworded
- 32 I've heard that [Edited] was treated this way. I've been threatened with this at my previous detachment.
- 33 Just about anyone who has been transferred against their wishes, especially the ones on back to back 60 day temporary transfers.
- 34 Many troopers have been "convinced" to put in voluntary transfer requests to save their job.
- 35 No comment
- 36 No comments on fear of retaliation.
- 37 No firsthand knowledge
- 38 No names, but from [Edited]to [Edited] to [Edited]
- 39 No personal knowledge
- 40 Not a fair question
- 41 Not aware
- 42 Not off hand.
- 43 Not personally, but I know there is a constant threat that such discipline can and will be carried out if expectations are not met.
- 44 Only heard of Troopers being moved to different detachments, not personally
- 45 Personal situation, approximately [Edited] yrs ago. Most of those involved with admin have retired. Lazy troopers sometimes transferred to one, two counties away.
- 46 Sgt [Edited]-from the [Edited] Det. To [Edited] Det. [Edited], from [Edited] to [Edited], [Edited] from [Edited] to [Edited], [Edited] [Edited] to [Edited]-[Edited] again from [Edited] to [Edited].
- 47 Sgt. [Edited] was transferred to [Edited] as a disciplinary action just prior to [Edited].
- 48 The affected individuals should advise you.
- 49 There have been troopers transferred if they had problems.
- 50 They can speak for themselves if they wish.
- 51 They deserved it
- 52 This has happened in the past but it's always classified as departmental need.

- 53 Trooper [Edited] was sent to many detachments for temporary duty every month for at least a [Edited]
- 54 Trooper [Edited]-currently assigned to troop [Edited], [Edited] Detachment.
- 55 Trooper was in the [Edited] unit, assigned to [Edited]. Trooper submitted a voluntary transfer request to leave [Edited] and go to [Edited], [Edited]. Trooper was transferred to [Edited] - [Edited] and [Edited] miles from his residence.
- 56 Troopers get transferred under departmental need where it is actually a disciplinary transfer.
- 57 While stationed in [Edited] I was temp transferred to surrounding detachments. I was told to put a letter into leave.

Responses for Question 25

Have you or do you have knowledge of a Trooper(s) being required to work additional hours without additional pay for not meeting his/her field supervisor's expectations?

- 1 I do additional work for no pay many times, not for expectations though.
- 2 While stationed in [Edited] I took paperwork home or days off to try to keep caught up.
- 3 We always give more time than what we get paid for. No known cases of the above question ever actually occurring.
- 4 We all work long hours for which we are not paid that's part of the job. WV could not afford to pay troopers what they actually work.
- 5 Troops work at home all the time to get reports in on time.
- 6 Troopers will work extra hours because of dedication and respect for the uniform. I have never seen this required, but troopers will do it on their own because there is no overtime money.
- 7 Troopers do work more than they get paid for.
- 8 Troopers do donate time when overtime money is not there to pay them
- 9 Troopers do commonly work hrs without pay because their overtime is exhausted and they have enough pride to do a good job regardless of pay.
- 10 Troopers commonly have to work hours, without compensation, in order to keep up. There is never enough allotted overtime.
- 11 Troopers are required to meet deadlines regarding the submission of reports regardless of whether the trooper has to work on his/her reports on their own, off-duty time.
- 12 This is not an 8hr job, sometimes we do what we have to do to get the job done...and it might be unpaid hours, but it will work itself out in the wash.
- 13 They are not required to, but may do it themselves to get their bench mark.
- 14 The policy is statewide, but not as a disciplinary action. \$217 for a quarter allotment is gone in a short while. Every trooper that I know has donated an enormous amount of hours after being told their overtime has been used. Tell me that's not a labor law issue. If you have a major investigation being conducted you can't just up and leave and to the house.
- 15 The only time is if deadlines are not met (the reason could even be justifiable due to 911 calls/accidents, etc.) Then hours will be eaten by the trooper so that the

work/deadline will be accomplished.

- 16 Sometimes you do it just to get the job done.
- 17 Sometimes men have to donate time to get reports in on time or they could be given a bad evaluation. Sometimes the work load is greater than the over-time will cover.
- 18 Not exactly for not meeting expectations, however, if your individual overtime allotment runs out and you are forced to attend court, you probably will not be paid for it. Most of the time I personally am forced to complete Prosecution reports at home and I'm not paid for it. I consider this a necessary evil at times and am not necessarily expecting payment
- 19 Not exactly for not meeting expectations, but if we run out of our individual overtime allotment & have court on our day off then we don't get paid. Very rarely has this happened to me but it happens to [Edited]. They seem to always be out of overtime and at best he get to comp off time. The most recent being [Edited]. He was ordered to attend an event in [Edited] on his day off-total of 10 hours. He was told they were out of overtime to count only [Edited] hours on [Edited]t and not to work on [Edited]. He had already worked [Edited] hours on [Edited]. I do not see this as fair.
- 20 Not enough overtime money in budget. Usually have to try and comp. time in the same work week which becomes problematic.
- 21 Not aware
- 22 No
- 23 Never
- 24 Many troopers work performance is hindered by the low budget (overtime) set by the department. Police work does not stop in 8 hours.
- 25 It's expected about every day. There is mandatory paperwork to be turned in every day no matter if you get paid for doing it or not. Giving hours is expected.
- 26 It is indirectly encouraged.
- 27 It happens all the time to all troopers and it is expected.
- 28 If you work extra hours it is looked down upon if you count all the hours you worked. You only have 1-2 hrs of overtime a week, if you go over; they have to take the money from another troop's overtime.
- 29 If we have major investigations going, there is not enough money in the overtime budget to cover it. So you have to work to get it done for free.
- 30 I know that troopers donate time because of a small detachment budget. You have to work to meet the report deadlines. Be it criminal work or otherwise. Most of the time you are given comp. time. Personally, I would rather be paid. Again, there is not enough room to explain. Paying troopers for their time needs to be addressed. (Higher overtime budget, etc.)
- 31 I have worked overtime patrols in the past and been told if I don't have enough contacts we won't get paid.
- 32 I have stayed out on several occasions to produce activity, when out of overtime.
- 33 I have heard certain instances, while in the academy, that these things happen quite frequently and are actually expected.
- 34 I have had to do this since 1995. It doesn't matter if you have overtime or not. They expect some things to be done.
- 35 However, there is never enough overtime to do what is required by what WVSP is

- responsible for.
- 36 Had to work on crashes or investigations, then being told later that there was no money to pay for the hours. Overtime is given first to the troopers who generate more activity.
- 37 Former Trooper [Edited] who worked at the [Edited] detachment was required to not end his shift before a certain number of citations were written. He has since resigned from the detachment.
- 38 Everyone works more than what they are paid because of limited overtime \$-200 per month-for most guys that 7-8 hours/month! We can't go to court, follow up on B&E's etc in 7 hours.
- 39 Every trooper in this state works hours that they are not compensated for because of lack of funding and manpower shortage. Just because the trooper has went home doesn't mean the calls stop. Someone has to respond, the deputies are at home also. They have the option not to respond, troopers don't have that luxury.
- 40 But you work without pay to finish cases, go to court because \$218.00 does not go far every month.
- 41 But we all work hours we don't count. Just to get the job done. We are allowed \$218.00 a month in overtime. That's about six hours for me.
- 42 But if you want to do a good job on your criminal work there is not enough overtime for it.
- 43 But every troop works hours and doesn't count it, not because of the supervisors just because of the workload.
- 44 All troopers worked additional hours without additional pay, but not, because of not meeting expectations.
- 45 All troopers work more than they are paid for.
- 46 All troopers work hours that they don't get compensated for.
- 47 All troopers work and give hours.
- 48 All field troopers are expected to "donate hours" if it meets operational needs of the detachment.
- 49 Again review 10-7/10-8 logs as opposed to daily activity to see how they match. Many free hours are given.

Responses for Question 26

Have you or do you have knowledge of a Trooper(s) being informed NOT to speak with their elected officials regarding any issues or concerns they may have?

- 1 We have always been discouraged from engaging in any subtle or overt political activities.
- 2 But I have heard that [Edited] has punished by not transferring, old vehicles, cut troopers who have had elected officials write letters on their behalf or ask for additional manpower in a county.
- 3 But the fear is there. If a trooper does speak and it gets back to HQ...that someone who spoke out, there will be an attempt to get back for anything.

4 By policy the State Police are confined in their personal political actions. It has only been one year or so since the legislature allowed us to display our own political views by putting a campaign sign in our own yard. I don't believe our administration would have any problem with a trooper speaking with elected officials to help benefit our department.

5 By state law we are discouraged from lobbying for causes, supporting candidates, or participating in collective bargaining.

6 However, speaking negatively to the governor or other elected officials invites certain retaliation, so it is not done.

7 I have been taught not to speak to any political official on or off duty. I cannot have an opinion on any person running for a seat and I can not endorse any candidate, Period.

8 I know of a prior [Edited] advised not to speak with a delegate in the WV Legislature regarding State Police matters.

9 I would not be permitted to speak with the governor as he is considered part of my chain of command.

10 I'm sure it probably happens.

11 It has always been the "unwritten" rule of the organization to never discuss the real issues of the department with any elected official. All members know we're not to air our dirty laundry to any elected official.

12 It is a do as I say not as I do issue.

13 It is discouraged and is generally considered unacceptable.

14 I've only heard hearsay, nothing for sure.

15 Most troops know what would happen.

16 Not aware.

17 Not only are troopers transferred as discipline, troopers are forced to transfer through other means. [Edited]

18 Not specifically elected officials but definitely chain of command. If one person thinks something needs to stop with him then you probably better not request to go further up chain.

19 Not to discuss issues publically.

20 Not under this administration, but have been told in the past not to speak to elected officials.

21 That was a rule during the last administration. I have not heard of that with this administration. I am sure they don't want you speaking out against the dept.

22 They can speak for themselves if they wish

23 Things that may be perceived as negative or cause a problem are to remain in house.

24 We are not supposed to be politically affiliated.

25 We are supposed to observe the chain of command to air out any issues or complaints.

26 We encourage relationships with our elected officials.

27 When senior staff has become embroiled in disputes with legislators they have informed detachment commanders to shun legislators.

28 When the plans for detachment were under way we knew not to speak with our elected officials.

29 While stationed in [Edited], there were comments made on record and there were

comments made off record.

30 You must be careful what you say.

Responses for Question 27

Additional Comments

- 1 We need to double our numbers of troopers, have a dedicated road/interstate patrol, could offer a 60 day rotation. Use of earned days should be able to take when needed and not required to put in for before the earned month. Voluntary transfers should be easier to obtain.
- 2 Your responses to this survey will be much more favorable towards the department due to the fact that they have our names on them and for fear of retribution. It's being openly laughed at by the troopers in that the guys think if they answer honestly they may be "found out" and punished.
- 3 Your letter to each trooper asks for forthright answers and seems to hint that they will be property of the legislative auditor's office. But nowhere in your letter does it say that our forthright letters will not be read by higher ranks of the WVSP. Troopers have told me personally that they are putting answers down that they think you want to hear in fear of retaliation.
- 4 With my limited time in the field it is difficult to comment on most of these fields.
- 5 Why has our overtime allotment not changed for many years? Why when I get a pay raise does my insurance increase? Why do county officers have their health care paid for, but we cannot? [Edited] Retirement, but we do not? I was transferred due to departmental needs but not long after the transfer troopers were being transferred from this detachment and others were going into the detachment I had left. I never understood the transfer and was never offered any explanation other than departmental needs. I feel I have been forth right, in the questionnaire, but by no means do I want anybody to think I do not love this department. If we had the above questions addressed I could deal with some of the other issues. I know what I do from day to day is in the best interest of the people in this state. I hope this state will look out for our best interest. The good ole boy system of if you are from the southern part of the state getting more benefits i.e. getting schools needs to change. Please do not add any more forms!
- 6 Why do we have to sign our names? This survey could have negative results if it was to be openly viewed and taken the wrong way by supervisors. Those outside looking in don't understand how a paramilitary organization must be run; so that discipline may be maintained.
- 7 Why do troopers have to pay for their health insurance? My wife [Edited] and she did not have to pay for health insurance premiums. They were paid by the [Edited]. I have [Edited] dependents and the premiums are very high. Every time troopers receive a pay raise, PEIA premiums increase. After my last pay raise, I brought home \$10 less a pay check because of the PEIA increase. Has the overtime allotment per trooper increased since the mid 1980's?

- 8 We need to investigate major crimes NOT misc. calls that take away troops from major investigations. We need more good troops to cover the state. We are reporting crimes more than preventing them. We donate several hours every week because we love our jobs. We should not be forced to seek further employment after retirement. (Fix plan B) If a troop makes it through 20-25 yrs he/she shouldn't have to lift a finger the rest of his/her days. We need to pay our civilian employees more, because we can't keep good people when county/city agencies pay more. This is a good place to be but it could always be better.
- 9 We need more troopers. We need to explore shutting down these 2 man posts and operating out of regional detachments. These small posts are an archaic way of operating and merely make citizens feel better. Consolidate the resources and hire more troopers to work the roads of our state and continue to move towards specialized units and personnel to complete complicated investigations and missions.
- 10 We need more troopers. The WVSP needs to be more competitive with surrounding states when it comes to pay and retirement, so we can recruit troopers.
- 11 We need more people, vehicles, and mostly housing assistance for the troopers in the eastern panhandle. It's odd that the Dept of Highways receives a housing allowance/cost of living but the state police cannot receive anything.
- 12 We need more officers, better retirement. Most time is spent doing paperwork. Why don't we get with the times and become a proactive department and not a reactive department. The number of troopers hasn't changed much in the last 20 years. Why? We are tasked with more each year and nobody is supposed to say anything, just grin and bear it.
- 13 We need more manpower at these small detachments. Especially when there are no Sheriff dept. to assist in calls.
- 14 Vehicles are the only problem. Our portable radios seldom work. I have had numerous calls for backup go unanswered. We need a digital system. Most of the current radios are from the 1980s. My job satisfaction is very high and I enjoy the profession and organization.
- 15 Using a vehicle this old and in such poor condition ([Edited]) worries me that something may mechanically fail when having to respond to a situation. When working alone in very rural areas back-up may be over 1hr away we need more manpower, and more ways to defend ourselves. We currently only have firearms and o/c spray. More options like asp batons and tasers should be available to us. A more rugged utility type uniform should be authorized for evening shift to cut down on uniform (class A being damaged). Boots should be authorized. Wearing buckle boots and low quarters in woods, etc. or when having to fight someone puts us at a disadvantage due to the lack of quality traction.
- 16 Uniform troopers in my area are working hours on a daily basis for which they are not compensated, while this may be forbidden by the rules- it is impossible to complete your job within the allotted overtime that is presently provided.
- 17 Troopers cannot properly focus on criminal investigations and properly prepare cases because of the focus of the WVSP seems to be on traffic. I do agree that traffic law is important but I feel that a trooper can best serve the public by investigating crimes and helping victims. Traffic is necessary and beneficial when drug investigations are going on and can sometimes give troopers leverage. Troopers are scared to speak their minds for fear of retaliation from the administration. Sometimes it seems like

you become a target if you have a different view on certain things. There needs to be a committee formed, other than the troopers association, where the administration and road, working troopers meet to discuss changes or problems within the department.

- 18 This organization is in a sad state of affairs. 348 members have departed since 9/11 and we have hired only 344 leaving the department short 4 members. We in the field have no magic answers, but a great deal of the problem is at the immediate supervisor level. The promotional testing for advancement is flawed. A test alone cannot determine who will make a good supervisor. Morale is low because of all of the infighting and bickering between multiple sergeants. Supervisors refuse to take calls, sit in the office surfing the internet, watching TV, planning golf trip or vacations. When a troop makes a mistake supervisors are not there to help them through the situation they grab the nails, hammer and lead them to the cross to crucify them. Supervisors in this department only care about themselves, no matter what words come out of their mouths.
- 19 This job does cause some stress, but nothing like the financial strain I have to put myself and family through on a weekly basis because of the cost of living in this area. Last week my wife and I only had .66 cents to our name with four days left till payday. Trying to figure out how to buy baby formula. Rent in this area varies from [Edited] a month for something decent. I enjoy working in this area, which I am glad since there is no chance of transfer if I wanted one. Since there is no cost of living or any other subsistence for cost of living in this area, working a part time job for [Edited] or a being a security guard for the hospital or training facility would definitely help ends meet a lot easier but the state police doesn't allow that instead they want us to work for a fast food restaurant.
- 20 This is the first (outside Dept) survey in my [Edited] years of service. It is nice to see someone cares that has the power to make change. There is a present desire for us to compete with the Sheriffs dept in some counties-we can't! We have [Edited] troopers and they have [Edited] deputies. They take a call and turn over all major investigations to detectives. We work all calls in its entirety and are still expected to write tickets, get DUI's, serve DVDs, warrants, etc. To be more effective our manpower would have to double/triple! We have increased specialty positions-taking away the manpower in the field. We need specialized people/teams, etc. But we need more troopers. I am a [Edited] yr member of [Edited] and we can't train w/our [Edited] because it pulls too many men from the field at once. We have less field troopers than we did 15 yrs ago. We must grow /expand and utilize technology available. The 43 million dollars [Edited] seized-we have seen nothing! Everyone wants a piece. Troopers need paid for what they work-not cutback or donate. There are too many things to mention in this short space-I hope everyone is honest and speaks out.
- 21 This is a stressful job as is. 80-90% of current stress of most troopers is department generated.
- 22 This is a great department with lots of pride. I'm proud every day I put on my uniform. We have a SEVERE manpower issue all over the state. I would consider recruiting good deputies and local officers and keeping them in the same general area of the state after their training time. Our secretaries are unbelievably underpaid for the

amount of work we expect from them. The sex offender registry in Charleston is understaffed. **On call time should be compensated.** I get 5-10 calls related to work and as a Sgt. on call that # increases.

- 23 The WVSP should be based on performing criminal work not writing tickets. They should do an activity count of each detachment without road law on it. Road law used to be fun when you did your job and looked for drugs. If they were not concerned with road law, they would not have care stats, wanting you to write a lot of tickets.
- 24 The WVSP provides for me an opportunity to earn a decent living and to be a professional. I am proud to be a member of the WVSP.
- 25 The WVSP is the best organization that I have had a privilege to be a part of. I take great pride in being a WVSP. In [Edited] yrs I have not seen anyone being treated unfairly. Being a trooper is very stressful and bears great responsibility and it is not for everyone and if not suited does need to be released/terminated. The only thing I have ever been asked to do is my job and that is not too much to ask from an employee. I love what I do and I feel that since becoming a trooper, I have not worked a day in my career, it's not like work. This is a great organization and I look forward to my next [Edited] yrs, until I retire.
- 26 The WVSP is the best job I ever had. I enjoy coming to work. The pay is great. There is nothing I would want to otherwise do. Captain [Edited] should be the next [Edited]. Everyone I know thinks this .
- 27 The overall morale of our State Police is low. Members are in fear of retaliation for expressing concerns. It's like everybody is walking on eggshells. As a whole, we are very proud to be WVSP. We just want to do our jobs the best we can without the fear of being blindsided by retaliation.
- 28 The new accident reporting system takes 1-3 hrs to complete a traffic accident. The old form that was handwritten only took about 30 minutes to complete and turn in. It also takes the supervisors a lot longer to check the reports due to them being on computer. They are about to computerize more reports and paperwork. The computers run slow and jam up and take too much time vs. handwriting tickets and reports.
- 29 The department will readily take an anonymous complaint against any member, but I have to sign my name to make a complaint against the department. The department then can "get even" against the member through policies and transfers, claiming it is for department need. If troopers are held to a higher standard than the public, the department should be held to a higher standard so to set the example. This survey places each member in jeopardy of retaliation of denying vacations, changing days off, or even transfers. I have been told not to grieve issues because "You really don't want to push this". Lastly will the results of this survey be posted or publically available for the members and will we the department, have access to the individual responses given?

- 30 The biggest stress level we have on our detachment does not come from the department. It comes from being on call for extended periods knowing you're the only officer available to take calls. We do this with very little overtime which means there are days you work 4 hours and hope you don't get called out since there is no additional money overtime. I've done this for [Edited] years and still take calls for 48 hours at a time so my men can take leave. In a day and age when there were not many calls it wasn't bad. The calls have increased which has also increased the stress level. More overtime for small detachments would help in this allowing the call outs to be compensated with time and a half pay. The troops deserve this much given they are on call for much of the week. The department does well to cover the state with the limited manpower it has. There are a lot of good dedicated troopers that give more than they are expected to make the state safe place to live and work.
- 31 The biggest issue I see is the lack of due process and the autocratic style of running this department. I feel the current administration has re-established discipline, but lost sight in some cases of reasons for situation. We have made great stride forward in technology, but moved completely backwards in manpower. I think it is inconsistent with intelligence, to have anybody sign this survey. Thanks for putting targets on our backs for being honest.
- 32 The biggest issue I have at this point is manpower. This department is heavy at the top with too many specialty positions and not enough field positions which keep this department running. It has put undue stress on the working field officers in detachments, which affects their personal lives, morale and work performance.
- 33 Some policies or ways of doing things are implemented out of headquarters without field input. While I understand they are in charge and that's their choice some things could be done different or more efficient if someone doing the job, in the field, was consulted for ideas or changes being made.
- 34 Re: overtime pay. It is not uncommon for troopers to work overtime and not count the hours in order to complete a task when the allotted overtime budget is low or has been exhausted.
- 35 Race and gender play a big role in how a trooper is disciplined or even if they are disciplined. It also plays a factor in some of the positions being filled. Make some significant changes to a good organization; otherwise I've wasted my time.
- 36 Overtime pay is a huge issue. Recent pay increases tightens up the budgets on each detachment. Budgets need to be higher to off-set the increases in our pay. Most weeks we are only allowed two hours of overtime...that is ridiculous. Special Response Team (SRT) need to have their own overtime budget. Those guys work hard and are who we call on when we are in trouble. Their overtime is taken from Detachment overtime for field troopers. They need their own!
- 37 One problem this officer is aware of is the overtime. Troopers are working hours and then told there is not enough or any overtime budget and are taking calls from their homes during regular patrol hours due to this problem. Such as having court on their days off and then the problem of having night calls and responding to a call, then later in the week being told to cut back due to no overtime or not enough in the budget. Troops I know love this state and career they've chosen including this officer, we are professionals in every aspect but in some respects not treated as such.
- 38 Now that this is completed I still believe that higher administration would reflect negative towards my beliefs and would seek some sort of reprimand towards me for the same.

- 39 None
- 40 Many of the questions do not apply to me as I have never been affected by that situation. IF I wanted to be a highway patrolman I would have got a job in another state. The focus of WVSP should be solving crime and putting people in prison while helping the citizens of this state, not worrying if we have written enough speeding tickets.
- 41 Manpower issues are needed in [Edited] Co. We currently have [Edited] troopers and could use 2-3 others to respond to calls for the citizens of [Edited] C.
- 42 Law enforcement in general needs more manpower. With the increase in crime and the required tasks asked to be performed it is difficult to complete various aspects of the job effectively. Troopers are asked to patrol the roads and highways, answer calls for service through 911 and State Police Office and find the time to follow up on reported crimes.
- 43 It would be nice not to have to be on call as much as we are. When you are on call you can't do anything or plan to go anywhere because you are always waiting for the phone to ring. I answered the questions in this survey honestly because I know and trust my supervisors even though "you" who ever you are claim that this survey will not be circulated I am sure that it probably will be. Have a great day and God Bless you.
- 44 It is too easy for the public to complain on a trooper. There is little or no protection for a trooper administratively if complained on. Little is said when troopers perform well but much is said when they don't. The legislature should provide adequate funding for vehicles, so safety concerns are met....see extended comment file.
- 45 It is my opinion that the WVSP wastes too much time on frivolous complaints and misdemeanor investigations. The WVSP should focus on felony investigations with a separate division for traffic enforcement. The frivolous and misdemeanor complaints take away valuable time that could be spent on conducting felony investigations. The WVSP also need an automated phone answering system. It is all you can do to keep up with four lines of ringing phones with two secretaries and several troopers. This is another area where too much time is wasted. An automated phone line with voicemail capability would free up troops to conduct other necessary office functions. The WVSP is under staffed with both troopers and civilian employees. This could lead to job related stress reaching a breaking point for some troopers.
- 46 Investigations at detachments level to take major investigation which would give other troopers more time to take calls and work traffic. Eliminate 17A and 17 reports- contain the same information as 53 but take longer to write.
- 47 If you speak out against the administration they will make things so hard on you that you want to quit. My Capt. Has always been fair to me. It is the people above him. If you are friends with the [Edited]) You will go far.
- 48 If no names or ID numbers were attached you would probably get truthful information from all field troops.
- 49 If it matters, I would like to call your attention to the promotional practices of this administration, or lack thereof. Also, prior to this administration taking over a promotional test and list had been undertaken, Promotions made. [Edited]

- 50 I would like to add that the administration requires [Edited] to prepare a low activity memo, on a monthly basis for any member with low activity. My question is what is the definition of low activity? What if you don't have low activity. We need not to worry about building numbers. I have spoken w/ a number of members who all fear there will be retaliation if they express their true opinions. There is a morale problem.
- 51 I think the state police need an on-call policy. I see a law suit if this is not addressed. Some detachments you are not on call, others like mine I am on call approx. 48hrs per week. Also we need more overtime money. This would cut down on on call time. A trooper could work instead of having to knock time off and be on call if there was money to pay overtime. My troopers average \$200 a month which doesn't even cover their court time.
- 52 I sincerely wish that I could be stationed closer to my family. It is even more difficult to focus and perform when for an extended period of time. I have been [Edited]. Also, leadership is king and has a dramatic impact. Be it positive or negative. There is a dire need for leadership training, not clique training. There are so many cliques in this det. It seems that if you aren't in a clique, then you are just stuck.
- 53 I personally feel that to obtain a truly accurate "candid" survey - each individual should be able to submit their comments or suggestions without printing and signing their names. I personally feel that by doing so allows everyone to speak freely without fear of any repercussions.
- 54 I love the WV State Police, but I do not agree with the direction we are taking. More emphasis should be placed on quality not quantity police work. We need to greatly increase our manpower, not only to provide better service, but also to promote officer safety. Most of our detachments only have 3-4 troopers and anyone can see how multitudes of problems and undue stress can arise from these manpower shortages. There are troopers, me included, who will not take time off from work, due to these manpower shortages.
- 55 I love the State Police.
- 56 I hope truthfully filling out this survey will not have me hunting for a job.
- 57 I have been employed by the WVSP for approximately [Edited] years. During this time, my experience with the department and its leaders has been good. As with any department, the WVSP has its problems, however, I believe that its chosen leaders have acted properly when confronted with these problems. As with any employer, the WVSP expects its employees to work and earn their pay. Creating an environment that forces an employee to work for their pay is not discrimination in my opinion. It is my opinion that the WVSP needs to focus more attention on making criminal investigations more of a priority.
- 58 I feel we should go back to conducting criminal investigations and being active in our communities, so people know us and are not afraid to call or give information. We should concentrate less on obtaining goals and more on quality police service. The new promotional test which gives additional points for college degrees is unfair. Three cadet classes did not get a degree from the academy, making it very hard to keep up or get promoted. Promotions should be based on knowledge of the job not education. State police policy needs to be reviewed and made up to date, some policies are outdated.
- 59 I feel the WVSP is an overall excellent organization. The primary concerns in my opinion would fall under budget concerns.

- 60 I feel that troopers stationed in areas with an excessively high cost of living such as in troop [Edited], should receive some sort of pay increase to be able to afford the outrageous fees without going into debt.
- 61 I feel that there are major differences between each troop and between the southern and northern parts of the state police.
- 62 I feel that the WVSP has provided me with a very promising career. I enjoy my job and have no problem with the administration. I feel that individuals that complain about being a trooper can find employment elsewhere and not bring down morale of good working trooper.
- 63 I feel that the state police as a whole is concerned with the actions and well being of each trooper, and does a great job in these areas. I feel that we need more manpower in most detachments.
- 64 I feel that overtime money for troopers needs addressed. A man should be paid for the hours he works and not be cut back as to save money. When you come out for court or get called out in the middle of the night to answer a call, you should not be sent home early on your regular shift to save overtime money.
- 65 I feel it is very easy to get behind in report writing without having to work on same while not being compensated. There should be no time frames on investigation reports.
- 66 I don't think you will get true, honest answer in a survey unless the person can do so and remain anonymous.
- 67 I do not have any issues with my 1/Sgt. or Captain. Things are fun the way they are. My only concern is that people are asked to try and answer questions honestly, but then have to sign their name. I have no reservations about discussing anything in this book with anyone. I am not a trouble maker, and always do as I am told. I would NOT make a complaint.
- 68 I can honestly say that the job of field trooper has become the most stressful job within the WVSP. I still love my job. The biggest downfall is working for self-centered and greedy supervisors. The unfortunate thing is the reality of working hard for people who don't care.
- 69 I believe we have real problems that are going on, and it is always the small little problems that are addressed.
- 70 I believe the WVSP are under staffed. There were more troopers stationed in [Edited] in 1996 than are there now. Although [Edited] Co. has seen a population growth of [Edited].
- 71 I believe the temporary transfer system needs to be discussed as it is being used as a system for permanent transfer. I was told at one point in my career that I would be temporarily transferred for the rest of my career throughout troop [Edited] if I did not sign a letter to stay at [Edited].
- 72 I believe the focus of the State Police should be on criminal investigations and answering emergency calls. I believe we are a Proud department full of competent criminal investigators if given the time and opportunity could clear 99% of all crime reports taken. I believe investigation of crime should be encouraged over issuing citations.

- 73 I believe that I am working in the best detachment in the state of WV. I have no problems with the guys that I work with and my sergeant goes above and beyond to take care of his troopers. I believe he takes some flak for us sometimes because I may not make my 100 contacts and when I do that I don't perform to my best on criminal work. I want to be a trooper known for helping people and not hurting them. I would rather solve one crime then write a million tickets because that is what earns us respect and that is why I want to wear this uniform.
- 74 I believe signing your name to this form leaves a person in jeopardy of being singled out. I believe you will not get honest responses from field troops for fear of retaliation. If you feel the WVSP will not find out about responses you do not know this department. I personally will be stressed over this in fear of retaliation. [Edited] That's why this survey worries a person. The promotional system is always being messed with. ie...I just seen a promotion order for a person and his name isn't even on the promotional list. How can this be?
- 75 I believe I work for the most well rounded department in the nation. I thank God every day I put on our greens.
- 76 I am very satisfied with my job and very proud of the WVSP. I am a [Edited] trooper of almost [Edited] yrs, but I am starting to see a change in our department. Our morale is down and the brotherhood gets weaker by the day. This administration is my first, so it's hard to say what's what. I can say that I've known good troopers who have left because a piss poor trooper got some power and let it get to his head. We as troopers only have each other! We need more training and you as the legislature to see to it to provide that. We need your support and belief that we are the best at what we do.
- 77 I am very fortunate to be stationed in troop [Edited]. We have good supervisors from the troop command on down. Most of the negative I hear in the department comes from members of troop [Edited].
- 78 I am thankful for the privilege of being a West Virginia state trooper. My trust is in God. My loyalty is to my wife. My family is the WVSP and I trust the people in charge. I don't always understand but I trust them for the health of the WVSP.
- 79 I am proud to be a state police trooper. I also recognize the need for continual job improvement. Therefore, I also recognized the need for a full-time position for police chaplain within the state police whose goals would be to meet the spiritual and physical requirement of troopers throughout the state of WV. I pray you will consider this in your evaluation process of the WVSP.
- 80 I am not sure these surveys will be accurate due to troopers with fewer years of service being afraid to answer the questions truthfully in fear of retribution.
- 81 I am currently satisfied with the administration and my command and feel we as a department are as individual officers must comply with the regulations set forth. That is what was instilled in me at the academy and it rings true today. To say its perfect is a lie but we must adapt and overcome if we are to stay the elite group we are today. I am a [Edited] and feel that rank is pretty much confined to administrative/supervisory duties taking away from our field operations effectiveness and efficiency.

- 82 I am a proud [Edited] yr member of the WVSP. I believe that we have gone to the trend of being everything to everybody. Such as taking 911 calls. I believe that we are encouraged to take these calls to show police service calls. I believe that we don't have the time to do a time consuming investigation on major crimes such as property crimes...get pertinent info and turn it over to an investigator and get back to the next 911 call. I came in this department when good people respected us and criminals feared us (including the [Edited]). Administratively, I believe that the department does not respect seniority with their rank and file members as they did in the past.
- 83 How can you MANDATE us to complete these surveys? Especially with our NAMES on them. Is that so we can be tracked down later? I think you should have done this in a more private manner. Is anyone in the Auditor's office going to investigate the fraudulent actions of the State with regards to Plan A-Plan B retirement scam involving the 42nd, 43rd, 44th and 45th Cadet class? Talk about a morale killer and stress builder.
- 84 Having been in the field for [Edited] yrs - I think one of the biggest complaints is that a trooper responds to a 911 call and takes the initial report, but since he/she is pressured to take/respond to other 911 calls they cannot properly investigate the crime. Morale is an issue, but I have no suggestions on how to improve it though.
- 85 Fine troopers work out of the [Edited] Detachment. New Radar units and vehicles is all we need.
- 86 Feel that it is unfair to force troopers to take calls from home when they are up on hours due to court/investigations. This allows for the police coverage without compensating the trooper-unless they get a call.
- 87 Each administration has different goals. Some I agree with, some I don't. I try and do my job the best I can. The biggest problem I see is the state police has changed since I started. We keep getting duties added on at the detachment level, i.e. Sex offender reg., finger printing, etc. without the man power to do all of it. To do my job properly as a detachment [Edited], I need to dedicate about 90 percent of my time to [Edited] duties. That's hard to do when you are the only trooper working. Troopers in the field serving WV should be priority one!! Not taking them from the field and putting them in special non-field positions.
- 88 Due to potential fear of retaliation I do not believe the majority of troopers will provide answers which reflect negatively upon their supervisors, the administration, or dept. I feel that more specialized assignments are needed. Most troopers have a preference of criminal investigation or road law/traffic. By providing specialized assignments more troopers would be able to focus more on the area of enforcement they prefer. Therefore, a trooper that excels at criminal work could focus only on that and not worry about meeting "Goals" of traffic enforcement. Also, a trooper who excels at traffic could focus on this and not overloaded with CI. I realize everyone has parts of their job they don't like, but by eliminating one unwanted obligation will only increase the efficiency of the other area.
- 89 By forcing guys to sign their names to these you may not get their true feelings. You have to understand that we have no say in the fact that we will still have a job. This [Edited] has made the comment that he would and could fire someone and that they and their family would starve for the two years it would take to fight him in court. When it comes to things like night call, in which the dept. is violating Federal law by not paying troopers. [Edited]
- 90 Biggest problems are: Manpower and Radio Communications (Officer Safety)

- 91 As with any form of business or organization, there are things that could be done to improve working conditions.
- 92 A lot of officers work hours that they are not compensated. Officers routinely work at home, stay past shifts, etc. However, officers usually do not work a solid 8hrs each day and same will balance out. Officers are often placed "on call" which restricts their movement and are given no compensation. They should be compensated since they are required to be within their area of responsibility while "on call". In response to traffic, "road law" citations. Why else would we as [Edited] have to justify each person's activity if that was not an issue? A letter justifying each troopers activity must be wrote each month.
- 93 "Do what you love and you will not have to work a day in your life?" I'm truly doing what I love to do. Does the State Police have problems? The answer is yes, but all jobs do. Troopers should get paid for on call time and more overtime.

