



OPEN
THE DOOR
TO A
NEW CAREER



THE WEST VIRGINIA
STATE POLICE

SINCE 1919

Mission Statements

Statutory Mission:

§ 15-2-12 The West Virginia State Police shall have the mission of statewide enforcement of criminal and traffic laws with emphasis on providing basic enforcement and citizen protection from criminal depredation throughout the state and maintaining the safety of the state's public streets, roads and highways.

Operating Mission:

It is the mission of the West Virginia State Police to provide direct and indirect law enforcement services, in a proficient and courteous manner, to the citizens of the state and to other law enforcement entities to ensure the continued security of persons, residential, government and business properties and the safety of motorists operating on the state's streets and highways.

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Introduction

This brochure will assist interested individuals in applying for the position of West Virginia State Trooper.

You may obtain an employment application by contacting any local State Police Detachment, by calling the West Virginia State Police Personnel Section at (304) 746-2117 or logging on to the State Police website at:

www.statepolice.wv.gov then click on "Employment"

For your convenience, a Trooper application is included in the back of this brochure.

Equal Employment Opportunity Policy Statement

It is the policy of the West Virginia State Police to be fair and equitable in all its relations with its employees and applicants for employment without regard to race, color, religion, ancestry, marital status or disability.

The West Virginia State Police assures full compliance with all federal, state and local laws relating to Equal Employment Opportunity, Affirmative Action and non-discrimination.

*The West Virginia State Police is an Equal
Employment Opportunity Employer.*

General Information

The West Virginia State Police was formed in 1919 and is the nation's fourth oldest state police organization. Over the years it has progressed to become one of the most respected police organizations in the nation.

The West Virginia State Police is a proud and professional organization. Active and former personnel continually recruit applicants for the position of Trooper. An applicant must be of sound constitution and have good moral character and integrity.

Applicants seeking admission to the West Virginia State Police Academy as a Cadet-Trooper, must undergo competitive examinations as outlined in this brochure. Testing for the position of Trooper begins as vacancies occur within the organization either through attrition or by the funding of additional positions as granted by the West Virginia Legislature.

Once funding exists, the Superintendent of the West Virginia State Police determines a target date for enlistment of a cadet class. A tentative testing schedule is prepared by the Personnel Section and the process begins. Active applicants are notified of a specific test date.

The acceptance of applications and dates of testing are advertised through newspapers as well as other forms of public media. The cut-off date for accepting applications is always determined for scheduling purposes.

Once an application (WVSP Form 1, West Virginia State Trooper Employment Application) is received in the Personnel Section it is reviewed for acceptance. If an application is incomplete or indicates an applicant does not meet the basic criteria, the application may be placed in an inactive file.

Applications that are properly completed are entered into a database as active applicants. Active applicants are notified by mail of their status.

Applications are retained for one (1) year after the application is filed or after action is taken on the application, whichever is the later.

West Virginia State law requires the Superintendent of the West Virginia State Police to establish a Cadet Selection Board. The Cadet Selection Board consists of five (5) members representing commissioned and non-commissioned officers of the West Virginia State Police. The Board is active throughout the testing cycle.

Basic Criteria & Qualifications

- West Virginia State law requires an applicant to be at least 21 years of age nor more than 39 years of age prior to enlistment. Applicants who are 20 years of age at the onset of testing are permitted to test provided that he/she will be 21 years of age by the target date of enlistment.
- No prior police training will be substituted for Cadet training.
- Applicants must have, at minimum, a high school diploma or G. E. D. equivalency.
- Applicants must have possessed a valid driver's license for a minimum of two (2) years prior to the date of application.
- Applicants must not have any domestic violence convictions.
- Applicants must be eligible to work in the United States.

The Superintendent and/ or Cadet Selection Board shall reject an applicant for the following or other conditions or circumstances:

- ◆ the applicant is found to lack any of the preliminary requirements established for consideration for the position by statute or otherwise,
- ◆ the applicant has been convicted of a felony crime,
- ◆ the applicant has made a false statement of material fact or has misrepresented his or her qualifications in the application or subsequent background investigation,
- ◆ the applicant has been previously dismissed from any public service for delinquency, misconduct, or other similar cause,
- ◆ the applicant has used or attempted to use political pressure or bribery to secure an advantage in the selection process or appointment,
- ◆ the applicant has directly or indirectly obtained information regarding the selection process to which, as an applicant, he/she was not entitled,
- ◆ the applicant has failed to submit the application correctly or within the prescribed time limits,
- ◆ the applicant has taken part in the compilation, administration, or correction of any examination used in the selection process,
- ◆ at least three (3) former employers state that they would not re-employ the applicant or otherwise indicate that the applicant's services as an employee were unsatisfactory, or that the applicant is lacking in character,
- ◆ the applicant fails to meet the basic criteria as listed on page 2,
- ◆ the applicant has any convictions for a serious traffic offense (e.g. DUI, negligent homicide),
- ◆ the West Virginia State Police detects or discerns any condition or circumstance involving the applicant that may grossly impair the applicant's ability to perform the duties attendant to the position of State Police Trooper at any stage of the process.

The Superintendent and/ or Cadet Selection Board may reject an applicant for the following or other conditions or circumstances:

- ◆ the applicant has been rejected during any phase of a previous selection process and the condition or circumstance causing the rejection still exists,
- ◆ the applicant has any convictions for misdemeanor crimes involving persons or property,
- ◆ the applicant has any type or method of body art that would be normally observable while wearing any West Virginia State Police uniform.

Application & Testing Process

As soon as testing dates are determined, active applicants are notified by mail or telephone and invited to begin the testing cycle. Applicants must successfully complete each phase of testing in order to continue in the process for employment consideration. The Cadet Selection Board reviews the results upon conclusion of each testing phase. Applicants are notified of their status at the instruction of the Cadet Selection Board.

An outline of the testing procedure is provided over the next few pages.

PHASE I - PHYSICAL ABILITY AND WRITTEN EXAMINATION

Entry level testing for Trooper is usually held at the West Virginia State Police Academy in Institute, West Virginia, although certain phases may be conducted at other locations. Phase I of testing consists of a physical ability examination and a written examination.

Applicants must successfully pass a pre-employment physical ability examination, as described below. Applicants passing the physical ability test will then be given a comprehensive reading examination

The following physical ability tests validate and demonstrate the ability to perform job-related tasks necessary to carry out the essential functions of the position of State Police Officer (A list of essential functions pertinent to the position of State Trooper is located on the website).

The minimum passing scores for employment are as indicated:

Sit-ups - Designed to measure abdominal muscular endurance. The minimum standard for this test is twenty-nine (29) sit-ups in one (1) minute.

The applicant starts in the up position, knees bent, heels flat on the floor, hands folded across the chest touching the shoulders.

A partner holds the feet down firmly.

In the up position, the applicant should pass the elbows over the knees then return until the shoulder blades touch the floor. Any resting must be done in the up position.

Push-ups - Designed to measure upper body muscular endurance and absolute strength. The minimum standard for this test is twenty-seven (27) push-ups in one (1) minute.

The hands are placed about shoulder width apart. The administrator places a fist on the floor below the applicant's chest.

Starting from the up position (elbows fully extended), the applicant must keep the back straight at all times and lower the body to the floor until the chest touches the administrator's fist. The applicant then returns to the up position.



1.5 Mile Run - Designed to measure cardiovascular capacity. The minimum standard for this test is completion of the run in fourteen (14) minutes and fifty-two (52) seconds.

The tests described are graded as pass or fail; acceptance is based upon successfully passing all three (3) measures.

* A guide to assist applicants in preparing for the physical ability examination is located on the website.

PHASE II - ORAL REVIEW

Applicants are selected by the Cadet Section Board, based on their Phase I results, to appear before a board of officers for an oral review. Applicants are asked a uniform set of questions and are rated on various dimensions including,

but not limited to, decisiveness, maturity and other job related interview characteristics.

Scores from Phase I and II of the process are weighted by the Cadet Selection Board. The top applicants are selected for background investigations. The Cadet Selection Board determines the number of applicants selected for the background investigation phase based on the number of current Cadet-Trooper vacancies, position availability, funding and other factors.

PHASE III - BACKGROUND INVESTIGATION

Applicants continuing in the process for State Police Trooper are required to participate in a pre-employment suitability examination and on-line personal history questionnaire. The suitability testing consists of some reading, writing and mathematical skill abilities as well as the completion of personal and life history information. There is no study guide available to aid in preparation for this examination.

Upon receipt of the results, the Cadet Selection Board determines those applicants who will continue in the process to undergo an extensive background investigation conducted by a uniformed member of the West Virginia State Police, where possible. Investigations include, but are not limited to, verification of residency, employment, military service and education, application verification, research into possible criminal activity such as theft and drug usage, credit and driving history. Applicants also undergo a polygraph examination during this portion of the testing process and may be required to appear before the Cadet Selection Board before advancing to Phase IV.

Preference of Applicants

Upon completion of the background investigation process, the Cadet Selection Board reviews each investigation. At this point, as outlined in §15-2-7(c) of the West Virginia State Code, preference in making appointments shall be given whenever possible to honorably discharged members of the armed forces of the United States and to residents of West Virginia.

PHASE IV - PSYCHOLOGICAL ASSESSMENT

Psychological assessment takes place at the West Virginia State Police Academy and consists of an interview with a psychologist. The psychological assessment incorporates certain written examinations completed by the applicant in Phase III.

PHASE V - MEDICAL PHYSICAL

Applicants will undergo a medical physical which includes, but is not limited to, laboratory tests such as blood work, urinalysis, electrocardiogram, medical history and examination by a West Virginia State Police physician.

The medical selection standards established are designed to satisfy the requirements of the Americans with Disabilities Act and ensure that the standards do not unfairly exclude people from employment as law enforcement officers who are otherwise qualified. Medical standards are related to the essential tasks and are therefore validated as legitimate standards.

Potentially excludable conditions are defined as any condition specified in the medical screening guidelines which may render a candidate incapable of satisfactorily completing the training necessary to perform the essential tasks which comprise the job of law enforcement officer.

A complete list of Medical Guidelines is located on the website.

The following is a partial listing of requirements outlined under Eyes and Vision:

An applicant's uncorrected distant vision may be equal to, but not worse than, 20/100 in the weaker eye, and, shall be correctable to better than, or equal to, 20/30 (Snellen) in each eye.

Means of correction must be worn on the job and must not interfere with proper fitting of a facial mask (e.g. gas mask, riot helmet, air or blood born pathogen masks, etc).

Far visual acuity shall be at least 20/30 binocular with contact lenses or spectacles. Successful long-term soft contact lens wearers (six months without problems) are not subject to the uncorrected standard. Sufficient time must have passed (six months) to allow stabilization of visual acuity and to ensure that there are no post-surgical complications for applicants who have undergone ophthalmological procedures such as radial keratotomy or repair of retinal detachment.

FINAL SELECTION

Once an applicant is selected for enlistment, he/she will be notified by mail. A specific list of items needed for training will be provided at that time.

* Veterans may qualify for educational benefits available under The Montgomery GI Bill during training.



Cadet Training

Studies show that a police officer's occupation is one of the most stressful occupations in the world. Therefore, Cadets undergo a significant amount of pressure during the first few weeks of training to determine their ability to manage stress related situations.

The West Virginia State Police is a paramilitary organization and, as such, military courtesy and discipline are practiced.

Upon arrival at the Academy for training, Cadets are informed of rules and regulations governing an officer's actions during their training and employment. Cadets must maintain proper discipline and behavior and meet attendance requirements.

Cadets immediately begin an eighteen (18) month probationary period upon reporting to the Academy for enlistment. The resident training period for a Cadet is approximately thirty (30) weeks. Training may also be conducted at any other State Police or non-State Police facility as needed.

Cadets are required to reside at the Academy. Meals and lodging are provided at no cost. Training is normally scheduled Monday through Friday, 5:00 a.m. to 10:00 p.m. Special duty assignments and training are frequently conducted during evening and nighttime hours, both weekdays and weekends. Cadets scheduled to remain at the Academy on weekends are not permitted visitors on Academy grounds.

Cadets must provide their own transportation to and from the Academy. Parking is allocated on the grounds for personal vehicles.

Cadets receive extensive training and education in related police knowledge and skills. A passing grade of 75% or higher must be achieved in all academic courses.

Prior to the arrival at the Academy for Cadet training, candidates should engage in a well-rounded physical fitness program. A rigorous program of physical conditioning including calisthenics, weight training, fighting techniques, hand-to-hand combative, and defensive tactics, is conducted during the training.

Cadets participate in a progressive running program designed to strengthen the cardiovascular and cardio-respiratory systems as well as increase the aerobic capacities. The program begins at the distance of approximately one and a half (1 ½) miles and progresses to a distance of up to four (4) miles.

Cadets must demonstrate proficiency in physical abilities and skills.

Upon reporting to the Academy, a candidate should also possess an acceptable level of proficiency in operating a vehicle in both rural and urban situations. Cadets will be instructed in defensive driving techniques and must demonstrate a proficiency in defensive driving during the course of the training.

Cadets are required to maintain, in accordance with established rules and regulations, their personal appearance, rooms, issued equipment and personal belongings, all of which are subject to inspection by the Academy Staff.

Cadets assist in maintaining all Academy facilities and equipment. Cadets perform such other duties as kitchen and dining hall service, weekend security duty and nightly security duty, among other details.



Upon successful completion of training a Cadet is promoted to the rank of Trooper at the time of graduation and assigned to a detachment where they are required to successfully complete a Field Officer Training Program. A Trooper may be stationed at any one of the 55 counties in West Virginia and may be subject to transfer based on operational need.

Career Progression

There are several avenues available to West Virginia State Troopers for career advancement. The agency's Career Progression System allows members the ability to remain in non-supervisory positions and receive elevation through the rank of Corporal or to participate in a competitive process for the supervisory ranks of Sergeant through First Lieutenant. Members may also receive appointments to designated support positions that allow for temporary pay incentives as long as the position is occupied.

A Trooper's movement through the non-supervisory ranks is dependant upon satisfactory performance and years of service. Normal reclassifications occur at three (3) years service (Senior Trooper), six (6) years service (Trooper First Class) and at nine (9) years service (Corporal). Each of these elevations in rank are accompanied by significant salary increases. Once the member has attained the rank of Corporal, he/she will be eligible to test for the supervisory rank of Sergeant at the initiation of a new promotional cycle.

Advancement to the second and third level supervisory rank (First Sergeant & Lieutenant) is possible after having one year in grade in the previous rank and a new promotional cycle is initiated.

The Career Progression System allows the Superintendent to appoint Troopers to certain positions that will, in many cases, allow the Trooper to request a temporary pay classification that exceeds his or her normal pay grade. These appointments are determined by operational need and individual qualifications. Advancement in this temporary system is based upon outstanding performance. Any non-probationary member may request consideration for a support appointment, provided there is a vacancy in that position and it has been posted throughout the Department.

In addition to the Career Progression System, the Superintendent has the authority to appoint from the membership of the agency, regardless of rank status, a Deputy Superintendent with the rank of Lieutenant Colonel and eighteen (18) principal supervisors who shall hold the rank of Captain, Major or Lieutenant Colonel.

Employee Benefits/Salary

The State of West Virginia offers a wide range of benefits such as vacation and sick leave, health and life insurance, retirement plan, etc. A complete outline of salary and benefits is located on the website.

Questions

Questions not covered by this brochure, please address them to:

West Virginia State Police
Personnel Section
725 Jefferson Road
South Charleston, WV 25309-1698
E-mail - personnel@wvstatepolice.com

Telephone: (304) 746-2117
Office Hours: 8:00 a.m. to 5:00 p.m.



Notice of Disclaimer

This brochure has been compiled solely for informational purposes and provides only an overview of the testing, qualifications and requirements for the position of West Virginia State Trooper. Amendments to federal and state law, personnel policies and the Administrative Rule may supplement, modify or supersede the contents of this brochure.

Further, this brochure is not an employment contract or agreement and its contents are subject to change without notice.

Updated 04/10



Equal Employment Opportunity Questionnaire

The West Virginia State Police is required by federal law to collect information on the sex, race and ethnic background of persons applying for positions of employment. The information will be used to evaluate the State Police recruiting and examination methods. This form will be kept separate from the employment application and will not be shared with persons involved in the hiring process. Nothing written on this form will in any way affect test scores or chances for employment with the West Virginia State Police. Answering these questions is voluntary, however, completion of this form is essential for the State Police to ensure equal employment opportunity for all applicants.

Please mark the appropriate response:

Name: _____

Address: _____

Date applied: ____ / ____ / ____

I am applying for the position of:

State Police Trooper (sworn member)

Civilian Employee Job Title: _____

Sex: Male Female

Race: White Black Hispanic Asian/Pacific Islander

Native American/Alaskan Native Other _____

How did you find out that the West Virginia State Police was hiring?

- | | |
|---|--|
| <input type="checkbox"/> Television | <input type="checkbox"/> Radio |
| <input type="checkbox"/> Newspaper | <input type="checkbox"/> State Police Recruiter |
| <input type="checkbox"/> Military BBS | <input type="checkbox"/> Internet |
| <input type="checkbox"/> Poster/Brochure | <input type="checkbox"/> A Friend |
| <input type="checkbox"/> Focus | <input type="checkbox"/> College Career/Placement Office |
| <input type="checkbox"/> State Police Personnel Section | <input type="checkbox"/> State Police Detachment _____ |
| <input type="checkbox"/> Operation Transition | <input type="checkbox"/> Employment Security/Job Service |
| <input type="checkbox"/> State Police Trooper/friend | <input type="checkbox"/> Magazine _____ |
| <input type="checkbox"/> Other _____ | |

If you reside in West Virginia, what county? _____

Have you applied for this position previously? Yes No

The West Virginia State Police is an Equal Opportunity Employer

Please Note

This form is to be mailed to the address on the reverse side, tri-fold, tape and apply the proper postage.
Do not mail this form in the same envelope as the application for employment!

Fold Here

place
stamp

EEO Officer
725 Jefferson Road
South Charleston, WV 23509-1698

Fold Here

WEST VIRGINIA STATE TROOPER EMPLOYMENT APPLICATION

- EQUAL OPPORTUNITY EMPLOYER -

Personnel Office
WEST VIRGINIA STATE POLICE
725 JEFFERSON ROAD
SOUTH CHARLESTON, WV 25309-1698
(304) 746-2117
WWW.WVSTATEPOLICE.COM

INSTRUCTIONS: TYPE OR PRINT LEGIBLY IN INK TO COMPLETE APPLICATION. BE CERTAIN TO FILL IN ALL SPACES ON THIS APPLICATION FORM, SPECIFY NOT APPLICABLE (N/A) IF NECESSARY. **IF ANY INFORMATION IS MISSING YOUR APPLICATION MAY BE REJECTED.** ALL INFORMATION WILL BE TREATED CONFIDENTIALLY. **USE ATTACHMENTS WHERE NECESSARY.** IT IS THE POLICY OF THE WEST VIRGINIA STATE POLICE TO BE FAIR AND EQUITABLE IN ALL ITS RELATIONS WITH ITS EMPLOYEES AND APPLICANTS FOR EMPLOYMENT WITHOUT REGARD TO RACE, COLOR, RELIGION, ANCESTRY, MARITAL STATUS OR DISABILITY.

NAME: _____ SOCIAL SECURITY # _____ / _____ / _____
LAST JR/SR FIRST MIDDLE
 DRIVER'S LICENSE _____ / _____
STATE NUMBER

List other name(s) that may be pertinent to checking previous employment and educational records: _____

HOME TELEPHONE # (____) _____ - _____ OTHER TELEPHONE # (____) _____ - _____

CURRENT ADDRESS: _____
STREET CITY COUNTY STATE ZIP

List **ALL** previous home addresses (attach additional sheets if necessary). _____

ARE YOU 21 - 39 YEARS OF AGE? YES NO

DO YOU HAVE A HIGH SCHOOL DIPLOMA OR GED? YES NO

EDUCATION

NAME AND LOCATION	YEARS COMPLETED	DID YOU GRADUATE?	DIPLOMA OR DEGREE
HIGH SCHOOL			
COLLEGE			
OTHER			

MILITARY (Answer both questions)

Have you ever served in any branch of the armed forces? YES NO

Have you ever been discharged from the armed forces under conditions other than honorable? YES NO

(Excluding a medical discharge) If yes, explain. _____

BRANCH OF THE MILITARY	FROM	TO	RANK OR GRADE
	/ /	/ /	
	/ /	/ /	

EMPLOYMENT HISTORY

List **ALL** areas of employment include any periods of part-time or temporary employment and **ALL** periods of unemployment (may result in ELIMINATION if not inclusive). **DO NOT LIST MILITARY SERVICE** as employment. Attach additional sheets if necessary.

FROM	To	EMPLOYER	TELEPHONE
JOB TITLE		ADDRESS	
IMMEDIATE SUPERVISOR		TYPE OF BUSINESS	
SALARY		SUMMARIZE THE NATURE OF WORK PERFORMED AND RESPONSIBILITIES	
FROM	To	PAST EMPLOYER	TELEPHONE
JOB TITLE		ADDRESS	
IMMEDIATE SUPERVISOR		TYPE OF BUSINESS	
SALARY		SUMMARIZE THE NATURE OF WORK PERFORMED AND RESPONSIBILITIES	
REASON FOR LEAVING			
FROM	To	PAST EMPLOYER	TELEPHONE
JOB TITLE		ADDRESS	
IMMEDIATE SUPERVISOR		TYPE OF BUSINESS	
Salary		SUMMARIZE THE NATURE OF WORK PERFORMED AND RESPONSIBILITIES	
Reason for leaving			

SKILLS AND QUALIFICATIONS

Summarize any training, skills, licenses and/or certificates you possess which you feel will be beneficial to you in this position: _____

REFERENCES

Give the NAME, ADDRESS, TELEPHONE AND OCCUPATION of five (5) reliable persons who have known you a greater part of your life. DO NOT LIST RELATIVES, FELLOW EMPLOYEES, FORMER OR PRESENT EMPLOYERS.

NAME AND HOME ADDRESS		YEARS KNOWN	TELEPHONE NUMBER
Name _____ Occupation _____	Street _____ City _____ State _____ Zip _____		(____) ____ - ____ Area Code
Name _____ Occupation _____	Street _____ City _____ State _____ Zip _____		(____) ____ - ____ Area Code
Name _____ Occupation _____	Street _____ City _____ State _____ Zip _____		(____) ____ - ____ Area Code
Name _____ Occupation _____	Street _____ City _____ State _____ Zip _____		(____) ____ - ____ Area Code
Name _____ Occupation _____	Street _____ City _____ State _____ Zip _____		(____) ____ - ____ Area Code

Q & A

- Are you legally authorized to work in the United States? YES NO
- Have you ever held a position of trust, such as handling money or confidential material? YES NO
- Have you had a valid driver's license for two (2) years prior to the date of this application? YES NO
- Has your driver's license ever been revoked or suspended? YES NO
- IF YES, explain. _____
- Have you ever been convicted of a misdemeanor crime? YES NO
- IF YES, explain. _____
- Have you ever been convicted for domestic violence? YES NO
- Have you ever been convicted of a felony crime? YES NO
- Have you ever been convicted of a traffic violation? (Include moving and non-moving offenses.).... YES NO
- IF YES, explain. _____
- Are you currently using illegal drugs? YES NO
- Do you drink alcoholic beverages? YES NO
- Have you applied for the position of police officer at another agency? YES NO
- IF YES, where? _____
- Have you previously applied for employment with the West Virginia State Police? YES NO
- Have you been employed by the West Virginia State Police? YES NO
- Have you previously tested for the position of West Virginia State Trooper? YES NO
- If you checked YES to any of the questions pertaining to a previous application with the West Virginia State Police please give details. _____

Before a person is selected for enlistment entries made in his/her application are verified and a careful and complete character investigation is conducted. You may use this space to explain any irregularities that may be disclosed by our investigations.

CERTIFICATION

I attest to the accuracy and truthfulness of the information provided and that any misstatement of material facts will be grounds for disqualifying me from further consideration in the selection process, or, if hired, grounds for discharge. I further understand that consideration for employment is conditioned upon the results of a reference check, and that the state police is authorized to investigate all statements made by me on the application, to contact former employers and references and to advise contacted persons that they may respond to questions. I hereby release all such persons from any liability of damage resulting from such information.

I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between the West Virginia State Police and myself for either employment or for the providing of any benefit. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon the West Virginia State Police unless made in writing. If an employment relationship is established, I understand that I have the right to terminate my employment at any time and the West Virginia State Police retains the same right.

I understand that prior to being offered employment with the West Virginia State Police I may be requested to take an employment examination. In the event I have a disability which will affect my ability to take the test, I will so inform the West Virginia State Police prior to the administration of the test in order for a reasonable accommodation to be made. Requested accommodations may include accessible testing sites, modified testing conditions and accessible testing formats. The West Virginia State Police reserves the right to require medical documentation concerning the need for these accommodations.

I understand that if employed, policies and rules which are issued are not conditions of employment and that the employer may revise policies or procedures, in whole or part, at any time.

I understand that this application will be retained for one (1) year upon receipt, or after taking action on the application, whichever is later, after which time I would have to reapply in accordance with the established West Virginia Police procedures.

_____ / ____ / ____
Applicant Signature (BLUE INK) Date

Core Values

INTEGRITY

A value positioned in the center of the five point star, which represents incorruptible adherence to the other core values. Integrity does not stand alone; it is supported by the other key values: Fairness, Respect, Honesty, Courage and Compassion. These basic values require constant self-discipline. They are the foundation for law enforcement in a democratic society, which holds accountable those who it entrusts to enforce its laws.

FAIRNESS

A value characterized by freedom from self-interest, prejudice or favoritism. Fairness is the essential attribute of impartiality and a cornerstone of the relationship between the citizenry and those sworn to protect and to serve them. Law enforcement officers must treat all witnesses, victims and suspects fairly without reference to personal feelings, beliefs or interests. Fairness requires respect for cultural and ethnic diversity.

RESPECT

A value that denotes National pride and a high regard for all citizens, and the Constitution, power and authority of office. Law enforcement officers must show respect for others through temperance, fairness and courteous execution of their duties and conduct of their personal lives.

HONESTY

A value that is the anchor of Integrity. Honesty means being trustworthy and sincere in accordance with experience and facts. Lying, cheating, stealing, or the appearance of impropriety is unacceptable to the profession of law enforcement.

COURAGE

A value that law enforcement officers must possess to preserve life and property. Courage is control under adversity of fear and the ability to do what is right. Courage is the value that prompts law enforcement officers to take control, and if necessary, risk their lives to defend and protect human life.

COMPASSION

A value that is inherent to understanding or sympathy for victims or another's suffering. Compassion is the ability to restore order to others' lives while controlling and understanding personal feelings which influence individual actions. Humility is a necessary attribute of compassion.



STATE POLICE