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LAPD Successful in Recruiting Minorities and Women

L.C. Trostle

Lawrence Trostle recently joined the Justice Center as Associate Professor of Justice. He was previously with the Claremont Graduate School. He co-directed the study presented in the following article.

The current recruitment motto of the Los Angeles Police Department is "our cops come in only one color, blue." This motto reflects the department's success in actively recruiting women and minorities in response to a consent decree entered into in 1980. In 1988 the Center for Politics and Public Policy at the Claremont Graduate School undertook a study which focused on the effects of the consent decree on the recruitment efforts, training policies and operation of the Los Angeles Police Department. The results of this study carry implications for the recruitment policies of many urban police forces, suggesting that the experience of the LAPD can provide guidance for other departments serving ethnically diverse areas.

Historical Background

In January 1971, then Chief of

HIGHLIGHTS INSIDE THIS ISSUE

- The Bureau of Justice Statistics analyzes criminal victimization in 1988 (page 2).
- Sentencing Commission will examine Alaska's presumptive sentencing laws (page 5).

Police Edward Davis informed the department's sworn female personnel (Policewoman was a job-specific classification, contrasting with Policeman) that "women are no longer wanted or needed by the L.A.P.D."

This philosophy was reflected in the department's hiring policy: between 1970 and 1973 no new female officers joined the LAPD and the approximately 200 existing women officers were reassigned to receptionist-secretarial jobs without a formal change in their job classification. The reorganization plan for the department, adopted in January 1971, essentially prohibited female officers from being promoted above the rank of Sergeant or Investigator II. Fanchon Blake, a 25-year veteran of the department and an Investigator II who was on the promotion list for Investigator III, was informed by her captain that she would no longer be considered for a promotion to Investigator III because she was a woman.

In 1973 Blake brought suit against the city and the police department, alleging employment discrimination based on sexual prejudice. She was joined by other LAPD policewomen in a class action suit. In May 1977, the Federal District Court granted summary judgment on behalf of the city and LAPD. In June 1977, the United States Attorney General brought suit against the City of Los Angeles and the LAPD alleging employment discrimination on the basis of sex, race and national origin for sworn officer positions of the LAPD. Due to the pending federal action, Law Enforcement Administration Agency (LEAA) funding was denied to LAPD. The U.S. District Court again found for

the City of Los Angeles and LAPD. Both of the cases (*Blake* and the Justice Department's action) were subsequently appealed to the Ninth Circuit Court of Appeals and decided as "companion" cases in March 1980. The Court of Appeals issued a preliminary injunction against the City of Los Angeles and the LAPD restricting the hiring of sworn personnel. An appeal to the United States Supreme Court was denied in April 1990.

As a result of the Court of Appeals decision the City of Los Angeles entered into a consent decree with both parties to the suit, establishing long-range goals for the employment of women and minorities as sworn officers in the LAPD. For Hispanics and Blacks the long-range goals are to achieve the same proportions within the LAPD as in the labor force of the Los Angeles Standard Metropolitan Statistical Area. At least 22.5 per cent of all entry-level positions must be filled by Hispanics, and the same proportion by Blacks. For women, the long-range goal requires that 25 per cent of personnel appointed annually be women until their numbers total 20 per cent of all sworn personnel.

Objective and Purpose of the Study

The overall objective of the Claremont study was to determine the extent of operational and administrative change produced in the Los Angeles Police Department by the consent decree. The importance of the research lies in the discovery of solid information upon which to base future policy decisions

Please see LAPD, page 6

A BJS Report

Criminal Victimization in 1989

During 1989, persons age 12 or older living in the United States experienced 19.7 million victimizations involving violence or personal theft, according to the National Crime Survey (NCS). In addition, 16.1 million household crimes (burglary, household larceny, and motor vehicle theft) were committed.

The NCS measures personal and household offenses, including crimes not reported to the police, through interviews with all the occupants of the housing units selected to form a representative sampling. Each housing unit is interviewed at six-month intervals, with interviews for different residences spaced over the year. In 1989, approximately 97,000 housing units were interviewed about crimes experienced in the preceding six months.

The NCS does not collect data on homicides. About 37 per cent of the crimes measured by the NCS that occurred in 1989 were reported to the police, a proportion similar to that recorded in 1988.

While the overall level of crime did not change from the 1988 level, the number of certain types of crimes was noticeably different in 1989. The number of burglaries decreased by 7.3 per cent from 1988; the number of household larcenies increased by 6.4 per cent, and there is some evidence that the number of motor vehicle thefts also increased.

Crime rates, the number of crimes per 1000 persons or households, also showed significant changes for burglary. Measurable declines were apparent not only in overall burglary rates but also in rates for completed burglary, forcible entry, and unlawful entry without force. The rate of household larceny also changed, but unlike the burglary rate, it rose 5 per cent to a point marginally above the 1988 rate.

Crime rates varied in different regions of the United States; for example, the household crime rate rose significantly in the South and dropped significantly in the Midwest. The rate of personal crime in the Midwest also showed a significant decline. While the overall level of crime has not changed since 1988, the level of crime has decreased significantly since 1981, the peak year for victimizations. The number of violent crimes in 1989 was 11 per cent lower than in 1981, and there were 15 per cent fewer household crimes.

The personal crime levels in 1989 exhibited no significant changes from 1988 except for personal larcenies without contact resulting in losses of less than \$50. The corresponding rate decreased 10 per cent. The only other rate change among the personal crime categories was a marginal decline in completed larceny.

The overall rate of household crime remained stable at 170 victimizations per 1000 households. The level of overall household crime also remained stable, but the level of

attempted household crime increased 10.3 per cent, a significant amount. The level of household burglary decreased significantly, as did the levels of completed burglary and unlawful entry without force. The number of forcible entries also declined, but only marginally. The corresponding rates for these crimes all showed significant declines, and the 1989 burglary rate was significantly lower than in any year since the beginning of the NCS in 1973.

Household larceny levels rose significantly from 1988 to 1989, not only for the overall crime category but also for completed household larceny, larceny resulting in losses of \$50 or more, and attempted household larceny. The 1989 rates for household larceny and larceny resulting in losses of \$50 or more showed marginally significant increases over the 1988 rates. Motor vehicle theft rates in 1989 were not significantly different from the 1988 rates; however, there is some evidence that the level of motor vehicle theft increased by a significant amount.

Despite a marginally significant decrease in personal crime, the West, with 120 personal crimes per 1000 persons and 215 household crimes per 1000 households, still had the highest crime rates of the nation's four regions. The Northeast retained the lowest overall crime rates, even after a marginal increase in household crimes. The Northeast had 75 personal crimes per 1000 persons and 126 household crimes per 1000 households. The Midwest and the South showed no measurable differences in their rates for personal crimes (96 versus 101 per 1000 persons); however, the Midwest experienced a significant decrease of 7.3 per cent in the personal crime rate. The household crime rate declined significantly in the Midwest and increased significantly in the South. Thus, the South had a significantly higher rate of household crime than the Midwest (184 versus 151 per 1000 households).

Recent BJS Reports

In addition to the report summarized in the accompanying article, the following recent studies and reports from the Bureau of Justice Statistics are available from the Alaska Justice Statistical Analysis Unit:

"Capital Punishment 1989," the annual presentation of national statistical information on the application of the death sentence, NCJ-124545.

"Tracking Offenders 1987," data describing the processing and disposition of felony arrests in twelve states, including Alaska, which participate in the Offender-Based Transaction Statistics program, NCJ-125315.

"Probation and Parole 1989," the annual examination of national data on probation and parole, NCJ-125833.

Table 1. Changes in Victimization Levels and Rates for Personal and Household Crimes, 1988-89

	Number of victimizations (1000's)			Victimization rates		
	1988	1989	Per cent change, 1988-89	1988	1989	Per cent change, 1988-89
ALL CRIMES	35,796	35,818	.1
PERSONAL CRIMES	19,966	19,691	-1.4	100.1	97.8	-2.3
Crimes of violence	5,910	5,861	- .8	29.6	29.1	-1.8
Completed	2,180	2,196	.7	10.9	10.9	-.2
Attempted	3,730	3,665	-1.7	18.7	18.2	-2.7
Rape^c	127	135	6.3	.6	.7	5.2
Robbery	1,048	1,092	4.2	5.3	5.4	3.2
Completed	684	744	8.7	3.4	3.7	7.6
With injury	263	300	14.3	1.3	1.5	13.1
Without injury	421	443	5.2	2.1	2.2	4.2
Attempted	364	348	-4.2	1.8	1.7	-5.2
With injury	110	94	-15.0	.6	.5	-15.9
Without injury	253	255	.4	1.3	1.3	-.6
Assault	4,734	4,634	-2.1	23.7	23.0	-3.1
Aggravated	1,741	1,665	-4.4	8.7	8.3	-5.3
Completed with injury	571	586	2.7	2.9	2.9	1.7
Attempted assault with weapon	1,171	1,079	-7.9	5.9	5.4	-8.8
Simple	2,993	2,969	-.8	15.0	14.7	-1.8
Completed with injury	860	820	-4.6	4.3	4.1	-5.5
Attempted assault without weapon	2,133	2,149	.7	10.7	10.7	-.3
Crimes of theft	14,056	13,829	-1.6	70.5	68.7	-2.6
Completed	13,242	12,996	-1.9	66.4	64.5	-2.8
Attempted	815	834	2.3	4.1	4.1	1.3
Personal larceny with contact	489	543	10.9	2.5	2.7	9.9
Purse snatching	155	162	3.9	.8	.8	3.0
Pocket picking	334	381	14.2	1.7	1.9	13.1
Personal larceny without contact	13,567	13,287	-2.1	68.0	66.0	-3.0
Completed	12,795	12,491	-2.4	64.2	62.0	-3.3 ^b
Less than \$50	5,642	5,126	-9.1 ^a	28.3	25.5	-10.0 ^a
\$50 or more	6,681	6,838	2.3	33.5	34.0	1.3
Amount not available	473	527	11.5	2.4	2.6	10.4
Attempted	772	795	3.1	3.9	4.0	2.1
HOUSEHOLD CRIMES	15,830	16,128	1.9	169.6	169.9	.2
Completed	13,555	13,619	.5	145.2	143.5	-1.2
Attempted	2,275	2,509	10.3 ^a	24.4	26.4	8.5
Household burglary	5,777	5,352	-7.3 ^a	61.9	56.4	-8.8 ^a
Completed	4,585	4,111	-10.3 ^a	49.1	43.3	-11.8 ^a
Forcible entry	1,986	1,813	-8.7 ^b	21.3	19.1	-10.2 ^a
Unlawful entry without force	2,599	2,298	-11.6 ^a	27.8	24.2	-13.0 ^a
Attempted forcible entry	1,191	1,241	4.2	12.8	13.1	2.5
Household larceny	8,419	8,955	6.4 ^a	90.2	94.4	4.6 ^b
Completed	7,896	8,327	5.5 ^a	84.6	87.8	3.7
Less than \$50	3,418	3,413	-.1	36.6	36.0	-1.8
\$50 or more	4,109	4,482	9.1 ^a	44.0	47.2	7.3 ^b
Amount not available	370	432	16.9	4.0	4.6	15.0
Attempted	523	628	20.2 ^a	5.6	6.6	18.2
Motor vehicle theft	1,634	1,820	11.4 ^b	17.5	19.2	9.6
Completed	1,073	1,180	10.0	11.5	12.4	8.2
Attempted	561	640	14.0	6.0	6.7	12.1

Note: Detail may not add to totals shown because of rounding. Per cent change is based on unrounded numbers. Victimization rates are calculated on the basis of the number of victimizations per 1000 persons age 12 or older, or per 1000 households. The population age 12 or older grew from 199,412,460 in 1988 to 210,375,630 in 1989, an increase of 1.0%. The number of households grew from 93,362,150 to 94,899,080 between 1988 and 1989, an increase of 1.6%.

... Not applicable.

a The difference is statistically significant at the 95% confidence level.

b The difference is statistically significant at the 90% confidence level.

c There were 1.2 rapes per 1000 women age 12 or older in 1988 and 1.2 in 1989.

A BJS Report
(continued from page 2)

In 1989, 37 per cent of all crimes were reported to the police, nearly the same percentage as in 1988. The reporting rates for certain personal crimes, such as violent crime, were down. Overall, 34 per cent of personal crimes and 41 per cent of household crimes were reported. Household larceny and crimes of theft, particularly personal larceny without contact, had the lowest levels of reporting: almost 3 out of every 10 of these offenses were reported to the police. The police were informed of three-fourths of all motor vehicle thefts; therefore, this crime retains the highest rate of

reporting of any crime measured by the NCS.

As in the past, crime rates varied considerably according to the demographic characteristics of victims. Males, younger persons, Blacks, Hispanics, residents of central cities, and the poor tended to have higher rates of victimization than persons who did not share these characteristics.

(This article was based on the Bureau of Justice Statistics Report NCJ-125615, "Criminal Victimization 1989." Copies of the report are available through the Alaska Justice Statistical Analysis Unit, Justice Center.)

Happy Holidays

from the faculty and staff
of the Justice Center.

Melissa S. Green

Melissa S. Green has joined the Justice Center as Publications Specialist. Green has worked on a number of newsletters and research projects. She will assume responsibility for the layout and typesetting of the Alaska Justice Forum and other Justice Center productions. Green has a BA in Religion from Wellesley College.

Table 2. Victimization Rates by Type of Crime, 1989

Victimization rates from personal crimes per 1000 persons age 12 or older, for sex, age, race, ethnicity, income, and residence of victim.

	TOTAL	Crimes of Violence					
		Crimes of Theft	Assault				Simple
			Total*	Robbery	Total	Aggravated	
SEX:							
Male	109.6	72.6	37.0	7.6	29.3	11.9	17.4
Female	86.8	65.0	21.8	3.4	17.2	4.9	12.3
AGE:							
12-15	162.2	99.3	62.9	9.5	52.3	14.2	38.2
16-19	189.1	115.3	73.8	10.4	61.5	23.2	38.3
20-24	175.3	117.5	57.8	9.1	47.1	17.2	29.9
25-34	118.6	83.7	34.9	7.0	27.1	9.7	17.4
35-49	84.5	63.8	20.8	4.5	15.7	6.3	9.5
50-64	48.7	40.8	7.9	2.4	5.5	2.0	3.5
65 or older	23.5	19.6	3.9	1.5	2.2	1.2	1.0
RACE:							
White	97.0	68.8	28.2	4.4	23.1	8.0	15.1
Black	105.0	69.0	36.0	12.9	22.1	10.0	12.1
Other	91.7	64.3	27.3	4.4	22.9	7.8	15.1
ETHNICITY:							
Hispanic	109.9	70.6	39.4	11.7	27.1	10.3	16.8
Non-Hispanic	96.8	68.5	28.3	4.9	22.7	8.1	14.6
FAMILY INCOME:							
Less than \$ 7,500	121.4	71.2	50.2	12.3	36.3	13.0	23.2
\$ 7,500 - \$ 9,999	83.6	51.8	31.8	6.0	24.9	9.2	15.7
\$10,000 - \$14,999	96.3	61.5	34.8	7.4	26.8	8.9	17.9
\$15,000 - \$24,999	94.9	65.6	29.3	4.0	24.6	8.8	15.8
\$25,000 - \$29,999	97.8	69.9	27.9	4.7	23.0	8.0	15.0
\$30,000 - \$49,999	91.4	68.4	23.1	3.3	19.3	6.3	13.0
\$50,000 or more	98.1	78.1	20.0	3.3	16.5	6.3	10.2
RESIDENCE:							
Central city	126.1	87.9	38.3	9.8	27.5	10.6	16.9
Suburban	97.2	70.0	27.2	4.2	22.4	7.6	14.8
Nonmetropolitan	67.3	45.3	22.0	2.5	19.0	6.8	12.2

* Includes data on rape not shown separately.

Source: Bureau of Justice Statistics



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Sentencing Commission Begins Work

Lisa Rieger

The Criminal Code Revision of 1980 instituted presumptive sentencing in Alaska. Since that time, the legislature has passed several amendments to the original statute, the Court of Appeals has developed a body of case law providing supplementary guidelines, and Alaska's prison population has tripled, presenting a combined legislative, administrative and judicial problem. Prompted by these various concerns, the state legislature saw a need to review the success of presumptive sentences in achieving certainty and consistency of punishment among convicted offenders—the purpose of the original legislation. As a result, the legislature created the Alaska Sentencing Commission by enacting AS 44.19.561, effective June 30, 1990. The stated purpose of the commission is "to evaluate the effect of sentencing laws and practices on the criminal justice system, and to make recommendations for improving criminal sentencing practices." The commission will review a wide range of sentencing issues, including the relative seriousness of offenses and the punishments imposed for them, the guideline system developed in case law by the Court of Appeals over the past decade to supplement the presumptive sentencing laws, and the use of alternate sanctions.

The statute dictates the composition of the Sentencing Commission, whose fourteen members, appointed by the governor, are as follows:

1. a person with law enforcement background;
2. two people representing the interest of crime victims;
3. a person understanding the interests of Alaska Natives in relation to the criminal justice system;
4. a person with background in criminal rehabilitation;
5. a person with academic background in criminal justice issues;
6. the Commissioner of Corrections or designated deputy;
7. the Commissioner of Public Safety or designated deputy;
8. the Attorney General or designee;

9. the Public Defender or designated deputy;
10. the Chief Justice of the Supreme Court, or another Supreme Court justice designated by the Chief Justice;
11. a Superior Court judge designated by the Chief Justice;
12. the President of the Senate, or another senator designated by the Senate president;
13. the Speaker of the House of Representatives, or another senator designated by the Speaker.

Alaska's sentencing commission has elected to operate through the Alaska Judicial Council, an option provided in AS 44.19.573. The commission must submit a yearly report to the legislature and the governor. The first report is due in January 1991; its findings will be the subject of a future *Forum* article.

The use of commissions has developed nationally as a preferred

method of analyzing the various factors involved in sentencing practices. For example, Minnesota, Delaware and Pennsylvania have used commissions to develop presumptive sentencing guidelines. Each of these commissions monitors the implementation of those guidelines in the context of the legislature's goals and issues a yearly report similar to that anticipated in Alaska. Sentencing commissions have also restructured the federal sentencing laws in Canada and the U.S., resulting in greater uniformity and, in general, increased length of sentences for most serious offenses. In general, the effect of sentencing law revision by sentencing commissions has led to the use of alternatives to incarceration for minor offenders and property offenders, while increasing punishment for violent offenders.

(Lisa Rieger is Assistant Professor of Justice with the Justice Center.)

Data Base Directory Update Available

The Justice Center at the University of Alaska Anchorage has released another expanded version of the *Justice Data Base Directory*, a research catalogue of data banks maintained by Alaska justice system agencies. The directory describes each data base in detail and provides summary background information on the controlling agencies. Originally published in 1988, the work has been expanded twice. It represents the first effort in the country to collect such information on a statewide basis.

The directory now includes information on databases held by:

- Alaska Court System
- Alaska Department of Law
- Alaska Department of Public Safety
- Alaska Department of Corrections
- Division of Family and Youth Services
- Alaska Bar Association
- Alaska Judicial Council
- Alaska Justice Statistical Analysis Unit
- Bureau of Vital Statistics
- Alaska Office of Equal Employment Opportunity
- Office of Alcoholism and Drug Abuse
- Council on Domestic Violence and Sexual Assault
- Epidemiology Section of the Division of Public Health
- Violent Crimes Compensation Board
- Alaska Police Standards Council
- Alcoholic Beverage Control Board
- Alaska Office of the Ombudsman
- State Archives and Records Management Service

Copies of the *Justice Data Base Directory* may be obtained through the Justice Center at the University of Alaska Anchorage.

LAPD
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regarding the quota hiring of women and minority police officers.

Methodology

The study involved reviewing official LAPD documents and disseminating questionnaires.

The study sample consisted of 2000 police officers, stratified by gender and ethnicity. The sampling frame consisted of the roster of all Los Angeles Police Department sworn personnel.

Approximately 1043 usable returns were received, representing a 52 per cent response rate. Comparisons between the original and final sample as well as between the demographics of respondents and nonrespondents revealed no systematic biases due to sampling or nonresponse error.

Upon receipt of the completed, self-administered questionnaires various comparisons of self-reported performance and attitudinal data

were made. Here, performance and attitude variables for female and minority officers were compared with those of white, male officers and those estimated for all Los Angeles Police Department sworn personnel. Comparison variables consisted of academy experiences, probationary experiences, interest in police work, job attitudes, professionalism and cynicism.

Findings

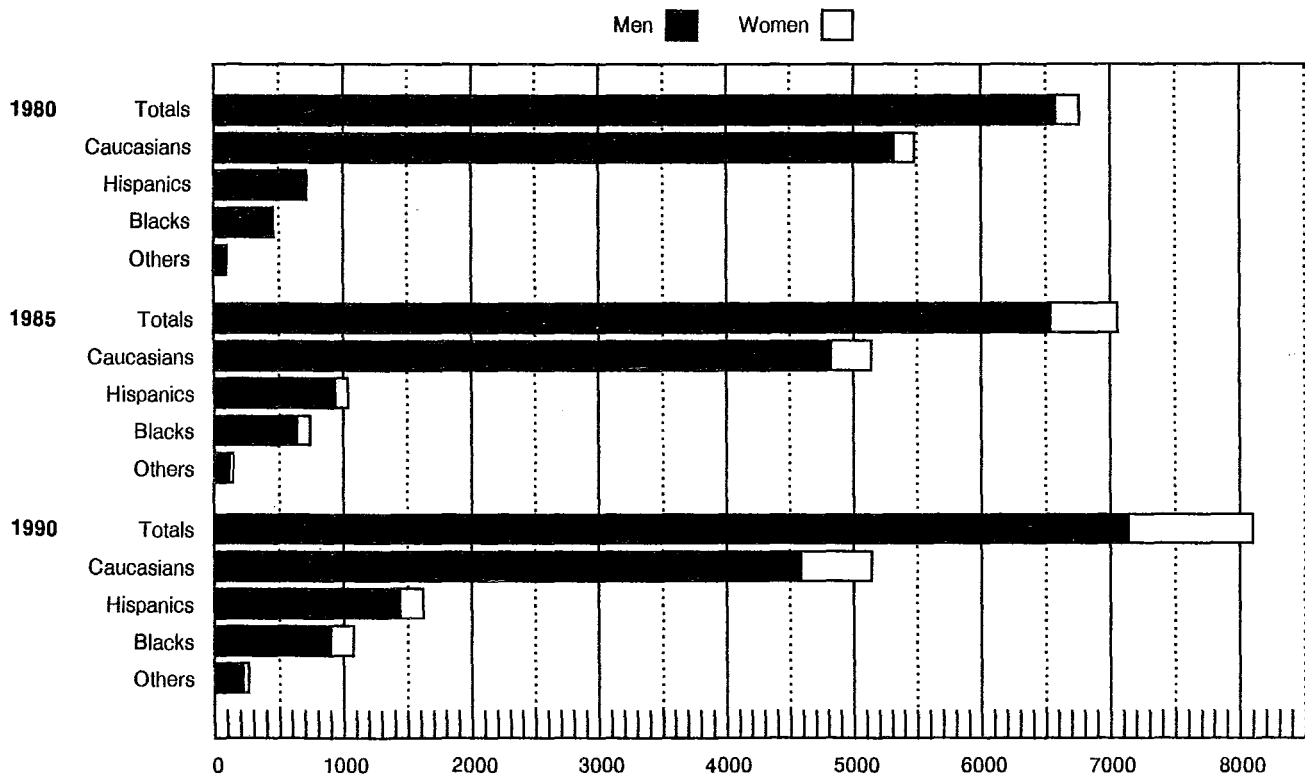
Over the last decade the LAPD has met its goal for Blacks: 10.9 per cent of all current sworn personnel are Black. However, for women and Hispanics the department falls short of its goals of 20 per cent and 24.6 per cent by approximately 8 per cent and 4 per cent respectively. Nonetheless, analysis of the data clearly indicates that LAPD has met its annual goals for each group. Though the department has not yet achieved its long-range goals for Hispanics and women, it is reasonable to believe that it will do so in the near future. The reason for

optimism is that the training classes entering the academy in 1990 include high percentages of Hispanic and female officers. The proportion of male Caucasians in the department has decreased, primarily through attrition, from a 1980 high of 78.8 per cent to the 1990 level of 56.5 per cent.

Prior to the consent decree, the rates of attrition in the police academy for Black and female officers were particularly high. While the overall attrition rate was determined to be 26 per cent, Blacks and women had rates of 45 per cent and 50 per cent respectively. Since the consent decree, these attrition rates have decreased significantly—to 19 per cent for Blacks and 30 per cent for women. This decrease is a result of improved retention and recruitment programs as well as heightened consciousness among the training staff of the necessity to remediate rather than discharge seemingly marginal candidates.

An assessment of the representation of women, Blacks and Hispanics in staff, command,

Figure 1. Employment Figures for Women and Minorities, LAPD.



Source of Data: Equal Opportunity Development Division, Los Angeles Police Department, "Sworn Personnel by Rank, Sex & Ethnicity," 1975-1990.

supervisory, and investigative positions reveals percentages significantly lower than the current representations of these groups in entry-level positions. It is possible that low overall vacancy rates resulting from low employee turnover in staff, command and supervisory positions may have impeded the progress of women and minorities into all positions. The study indicated that the total number of positions for these officer categories has decreased 0.3 per cent, i.e., four positions over the last decade.

Officer Responses

In reviewing the self-reported data from the responding officers it was found that both minority and Caucasian male officers are most likely to become police officers for reasons related to job security. Female officers, in contrast, enter police work because of a desire to earn a higher salary.

Approximately one in every three LAPD officers sampled reported being injured in some way during academy training. No significant differences were found in this rate as a function of ethnicity. However, one out of every two female officers reported being injured during academy training in contrast to a rate of one of every four for male officers.

Knee injuries were the most commonly reported injury for female and non-minority officers. Male and minority officers most commonly reported suffering an ankle injury. Overall, significant differences in reported injuries were found to exist between all LAPD and female officers and between male and female officers. Men reported more hand, ankle, chest, head and shoulder injuries than women, whereas women reported more knee, back/spine and arm injuries than men. It is worth noting that the LAPD has developed a pre-academy training program primarily to assist female recruits in physically and mentally preparing themselves for the police academy.

Overall, the total LAPD sample felt that their academy training provided "very good" preparation for street duty. No significant difference in this rating was discovered between minority and

non-minority officers. Overall ratings of academy training by female officers were significantly lower than those by other officer groups, but nonetheless "very good."

Overall, 85 per cent of LAPD officers sampled reported receiving at least one commendation during their probationary period. This percentage did not vary statistically as a function of either gender or ethnicity. The average number of commendations received during probationary training by those officers who received at least one commendation was three. This number also did not vary according to gender or ethnicity.

On average, 29 per cent of all LAPD officers were the subject of at least one citizen complaint during their probationary training period. The only officer group to depart significantly from this average was that of female officers: 22 per cent were the subject of at least one citizen complaint. Among those officers who were the subject of at least one citizen complaint during probation, the average number received was only one, irrespective of gender or ethnicity.

The majority of officers reported taking no sick days during their probationary period; however, female officers reported taking significantly more sick days overall. In fact, approximately one-seventh of all women reported taking five or more sick days during their probationary period, in contrast to one-twentieth of all LAPD officers reporting the same level.

Overall, most officers reported their probationary training as "somewhat difficult." Although this rating was also reported by female officers, women were more likely to report their probationary training period as more difficult than the other groups.

General job satisfaction levels reported for all police officers indicated that they were "very satisfied," irrespective of ethnicity or gender. Moreover, regardless of gender or ethnicity, all LAPD officer groups agreed that, if starting over, they would again select their present career with the LAPD. The majority of LAPD officers stated that their present job measures up to their expectations. Statistical differences due to gender or ethnicity were not

discovered. Also regardless of gender or ethnicity, all LAPD officer groups stated that they were willing to work harder than they had in the past to help LAPD succeed in its mission and that they would not accept a job outside of the department for higher pay. Irrespective of gender or ethnicity, all LAPD officer groups stated that their values and those of the department were similar, and most officers also agreed that "their jobs demanded a high degree of skill." However, the general level of agreement with this statement for female officers was statistically lower than for other officer groups. Most officers stated that they had a good deal of variety in their respective positions; however, perceived job variety was significantly higher among minority officers than it was among other officer subpopulations.

The Niederhoffer Police Cynicism Index was used to explore levels of professionalism among officers. The Index contains twelve statements for each of which one of three possible responses is chosen. One possible response reflects a professional view of the police function; another, a neutral view; the third, a cynical approach. The twelve statements cover a variety of police concerns. Total cynicism index scores for all officer groups revealed no significant differences in overall cynicism averages between LAPD and either male, female, minority or non-minority subgroups. In addition, it was also discovered that the composite index scores for the total LAPD sample and officer subpopulations fell far below the average needed to attain a "cynical" rating. Thus, the general outlook of LAPD sworn personnel, irrespective of gender or ethnicity, is more likely to be professional rather than cynical towards the police officer's role in society.

The results suggest that most officers feel that their present administrative environment affords them adequate opportunity to achieve their career goals and aspirations. The findings of low cynicism among female and minority officer subclasses provides for a positive interpretation: female and minority officers are likely to view

LAPD*(continued from page 7)*

their past and future opportunities within the current LAPD administration as equal to those of other officers, including Caucasian male officers.

The Claremont study suggests that law enforcement agencies, albeit reluctantly, can adapt to change. As a result of the federal litigation and the subsequent *Blake* Consent Decree, the Los Angeles Police Department made a philosophical as well as a verbal commitment to compliance. In fulfilling that commitment the department restructured hiring practices, created innovative pre-academy training programs to prepare female and minority recruits for the training experience, became much more flexible in retaining recruits who were experiencing difficulties and demonstrated a willingness to recycle them as necessary. Since there are no data available on the attitudes of the pre-*Blake* police officer, no valid comparisons can be made between earlier personnel and post-consent-decree officers. However, there are data which suggest that present

sworn personnel are highly committed to professional standards and that the ranks of the department are much more reflective of the ethnic diversity of the city than they were a decade ago.

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Library Resources

The Justice Center at the University of Alaska maintains a library of books, reports and other documents related to the justice system. Library holdings are now catalogued on the Center computer network. The library is open to the public on a non-circulating basis. In each issue the *Forum* includes a list of recent acquisitions. Further information concerning the use of library resources may be obtained by calling 786-1810.

Anderson's 1991 Directory of Criminal Justice Education, Including Criminology and Justice-Related Programs. Edited by Charles P. Nemeth. Cincinnati, Ohio: Anderson Publishing Company, 1991.

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