

Virginia Department of State Police



House Appropriations Committee Briefing



January 15, 2015





VSP's Top Challenges

- **Expanded mission and unprecedented workload**
- **Insufficient staffing levels**
- **Compensation and pay compression issues**
- **Employee turnover**
- **Budget reductions**



Policing in the 21st Century and VSP's Expanded Mission

- VSP is unique as the only full-service police department in the Commonwealth with statewide jurisdiction.
- VSP has traditionally been associated with traffic safety, particularly on the interstates, as well as criminal investigation.
- The terrorist attacks on Sept. 11, 2001 forced a law enforcement paradigm shift, most notably for state law enforcement agencies.
- With the birth and evolution of homeland security, VSP has seen an unprecedented expansion of its mission and responsibilities including:
 - Critical infrastructure and key assets protection
 - Intelligence gathering and dissemination
 - Federal and local task force participation
 - Homeland security exercise participation
 - Operational planning and policing for large events



Policing in the 21st Century and VSP's Expanded Mission

- The operating environment has changed and the danger faced by VSP's sworn personnel has increased due to civil unrest and anti-law enforcement activities and sentiment.
- VSP has been serving an expanded and evolving role to shoulder a growing list of mandates which frequently are unfunded including:
 - Technological advancement, social media, and technology related crime
 - Proliferation of gangs and their violent criminal enterprises
 - Human trafficking
 - Methamphetamine manufacture and distribution
 - Officer-involved shooting investigations
 - Emerging public safety issues – heroin use, intellectual property crimes, etc.
- These additional responsibilities have significantly reduced resource availability.



Global Policing

- Policing in the 21st century is global in nature.
 - VSP is actively involved in a cocaine smuggling operation through Dulles Airport that reaches into the highest levels of government in a foreign country.
 - VSP thwarted a death threat in Northern Virginia based on a call that was received from Israel.



VSP Workload Indicators (CY 2000 – 2013)

Virginia Population	↑ 17%
Registered Vehicles	↑ 24%
Licensed Drivers	↑ 16%
Incidents Handled by Troopers	↑ 54%
Hours Worked by Troopers on Incidents	↑ 79%
Agency Assists by Troopers*	↑ 22%
Hours Worked on Special Assignments* (Tactical Teams, Search & Recovery Team, Canine Team, Tactical Field Force, etc.)	↑ 37%
Hours Worked on Specialty Assignments*	↑ 156%

*Note: Data is from 2004 - 2013



VSP Workload Indicators (CY 2000 – 2013)

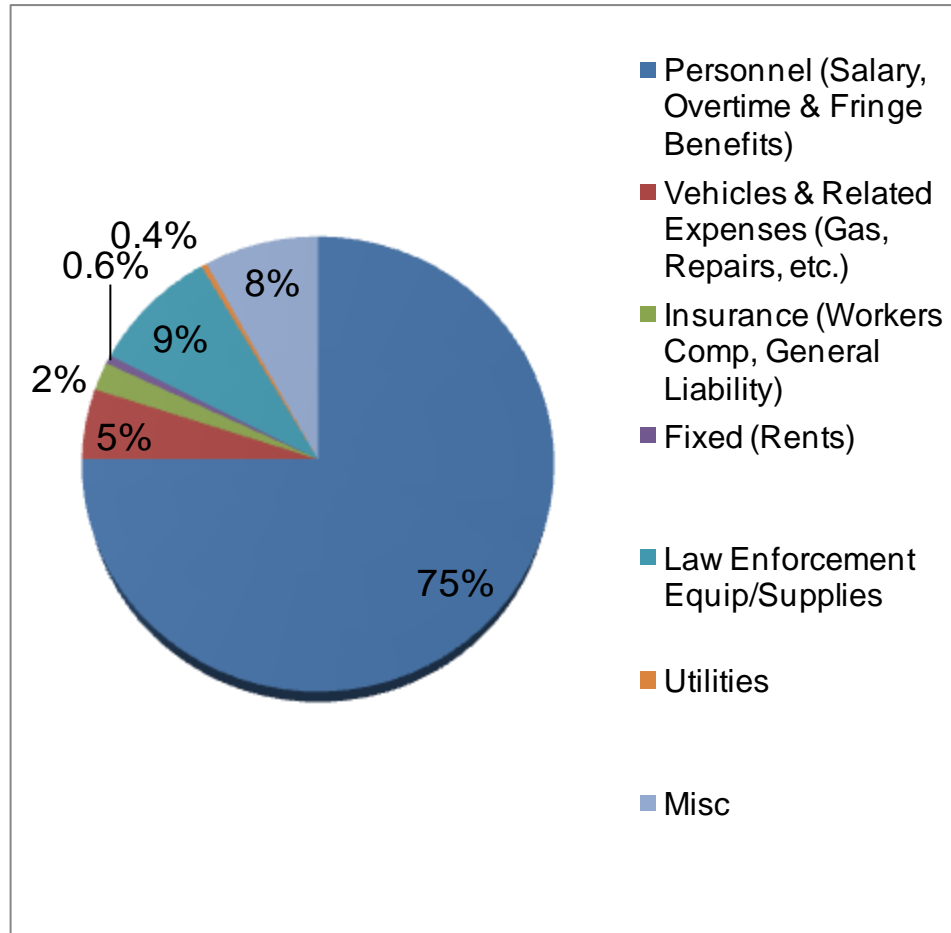
GIS/DES Investigations Opened	↑	86%
GIS/DES Arrests	↑	210%
Multi-Jurisdictional Task Force Arrests	↑	97%
Insurance Fraud Arrests	↑	823%
Drug Diversion Cases*	↑	73%
Clandestine Labs Destroyed* (1 clan lab in 2000 compared to 408 in 2013)		
High Tech Crimes Arrests*	↑	311%
Gigabytes Examined by High Tech Crimes Agents*	↑	977%

*Note: Data is from 2007 - 2013



VSP Budget Allocation

- **FY 2015 base budget is \$314,218,998**





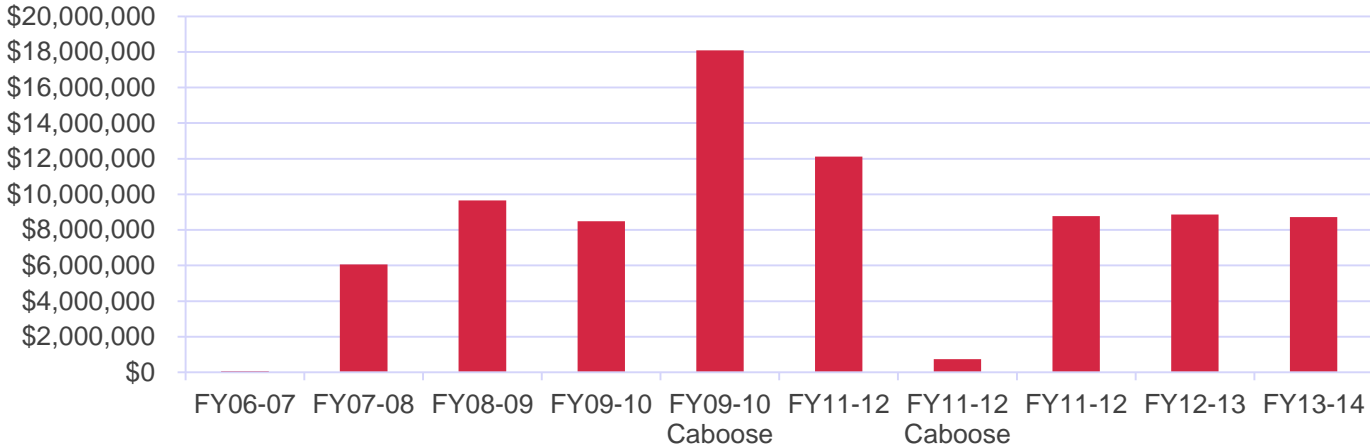
Budget Reductions

- Despite additional responsibilities and increased workload, VSP has experienced \$90.3 million in cumulative budget reductions since FY 2006.
- Over the last several years, these budget reductions and NGF cash reversions have resulted in:
 - Continued delay of Basic Schools
 - Increased mileage on sworn vehicles before replacement units are purchased
 - Civilian vacancies being held
 - Delay/decreased funding for IT projects
 - Reduction of overtime for sworn personnel
 - Delay of sworn promotions
- These budget reductions also have a significant negative impact on VSP's ability to purchase much needed equipment and technology, building repairs and maintenance, etc.
- Proposed FY 2015 budget cuts total \$12,393,325.



Cumulative Budget Reductions

State Police Reductions FY2006-FY2014





Employee Turnover

- In CY 2014, VSP had 114 separations (58 sworn and 56 civilian).
- More sworn employees (many with significant tenure) are leaving for better paying positions in the private sector, and with federal, and local law enforcement agencies.
- In exit interviews, 72% of the sworn employees indicated they were leaving for a job with a higher salary.
- In CY 2014, 22 VSP employees transferred to other state agencies for better paying positions.
- This turnover has a significant negative impact on agency operations due to the inability of prospective employees to pass the background investigation and the length of time it takes to fill a vacant position and the money wasted on extensive training.

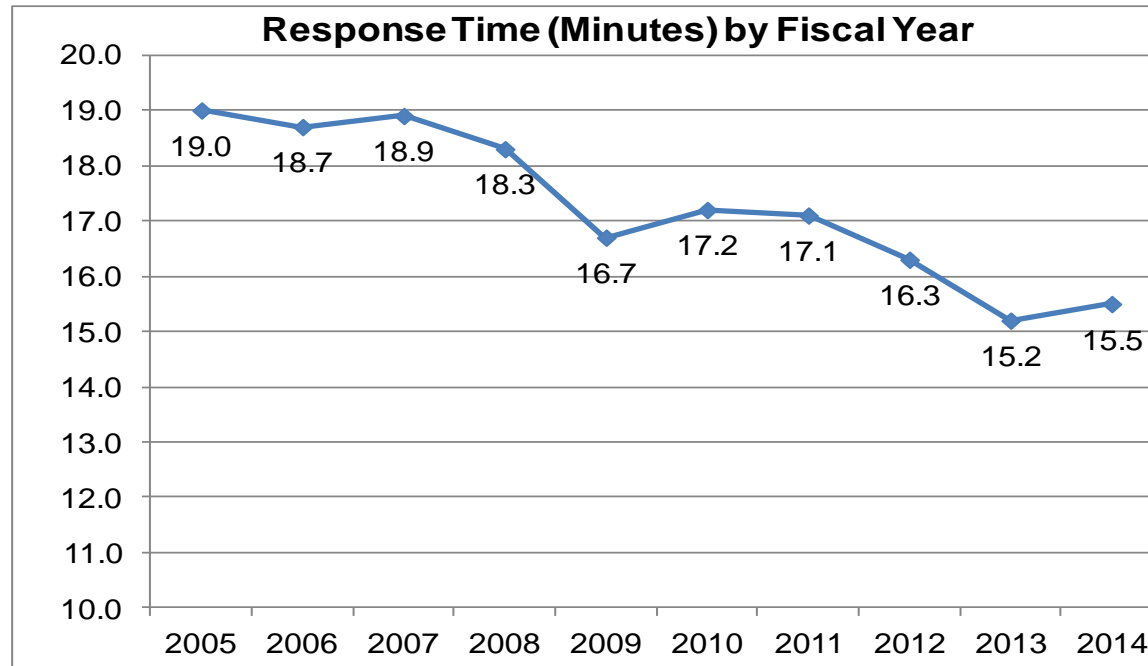


Vacancy Rate

- **As of January 2015, VSP has 182 vacancies – a vacancy rate of 6.2%**
 - **Sworn vacancies – 90 (4.5% vacancy rate)**
 - **Civilian vacancies – 92 (11.1% vacancy rate)**



Statewide Average Trooper Response Time to Emergency Calls for Service



- Trooper response time to emergency calls for service is negatively impacted by vacancies.
- Inadequate staffing levels pose a significant risk to officer safety.



STARS System Status

- **The Motorola Contract was completed in December 2010 with full implementation of the STARS system statewide. This included the installation of STARS equipment in all STARS agency vehicles.**
- **The Motorola contract was completed under budget by \$14.9 million.**
- **The remaining funds are being used to enhance the coverage of the system in areas that were not covered under the Motorola contract or identified by the user community as being deficient for law enforcement purposes.**
- **The Department is in the process of adding additional tower sites, converting existing microwave only sites to LMR sites for a total of 14 sites. It is anticipated that the remaining sites should be completed by the fall of 2015.**