



Virginia State Police Briefing

Lieutenant Colonel Tracy S. Russillo
January 12, 2017

Today's Agenda

- ▶ VSP/VITA Separation
- ▶ STARS
- ▶ Background Investigations
- ▶ Staffing & Compensation

VSP/VITA Separation

- **2006 - 2008 unique VSP constraints** are identified
 - CJIS/FBI requirements
 - Legal requirements for Superintendent to retain control of VCIN
 - VSP background clearance requirements
 - 450 agencies (sheriffs, PDs, etc.) – need out of scope support
 - 2,070 laptops/MDTS are out of scope to NG
 - 50 out of scope systems (all applications with the exception of Exchange)
 - 2 out of scope data centers
 - More than 200 out of scope servers
 - Out of scope communication systems including STARS network

VSP/VITA Separation

- ▶ Enterprise support is currently not feasible due to the split support model
 - VSP has no security/management or enterprise tools for out of scope components
 - NG does not have view into VSP & cannot use enterprise tools at CESC
 - Inadequate NG staffing level to support VSP
 - Support is provided on a break/fix model with all projects costing extra
 - These dynamics cause VSP to have substantial operational and security risks
- ▶ VSP is responsible for **99% of its IT Systems**
- ▶ VSP is responsible for **90% of its hardware and software**
- ▶ VSP pays the VITA/NG (Partnership) **\$6.5 million per year to manage 10%** of its hardware and software
- ▶ VSP pays **\$1.4 million** to the Partnership for its **outdated 2003 Exchange Server (Email)**

2013 APA Audit

- ▶ “In its current state, State Police **does not have the staff, hardware, or software to adequately secure the data** that the agency is charged with protecting. These cumulative weaknesses, exemplified by several of the recommendations identified during our audit, **significantly raise the risk that mission critical data will be compromised, incorrect, or unavailable.**”
- ▶ FY2017: \$5 million was set aside in Central Appropriations to address these vulnerabilities
- ▶ 2016 VSP worked through DPB to gain access to \$3.4 million of the \$5 million allocated for this purpose.

VSP/VITA Separation

- ▶ 2016 VSP and VITA proposed a separation through a joint **Decision Brief**; approved by the Secretaries of Technology and Public Safety and Homeland Security, and signed by the Governor.
- ▶ An agreed upon third party (SLAIT Consulting - 2014) estimates **Separation to cost \$39.5 million over 5 years.**
- ▶ The FY2017 \$5 million was intended to address security gaps, but would have also moved the agency towards separation (VSP given access to \$3.4 million)

VSP/VITA Separation Roadmap

First 3 Phases

- **FY2018 - Phase I Separation Preparation (Current Budget Language - \$5.9 million)**
 - Add necessary enterprise management/security components
 - FTE support personnel
- ▶ **FY2019 - Phase II Separation and Acquisition (\$5.7 million)**
 - Acquisition of network equipment from NG
 - Acquisition of PCs from NG
 - FTE support personnel
- ▶ **FY2020 - Phase III – Improve Redundancy of Operations (\$5 million)**
 - Acquire DR and Oracle components identified in SLAIT's report
 - Estimated Funding – up to \$5M

STARS



STARS

- ▶ In order for the STARS Network to be sustainable and to prevent the Commonwealth from having to procure a new system, replacing end-of-life technology is essential.
- ▶ VSP has the responsibility for equipping new vehicles, aircraft, and boats belonging to all 22 STARS agencies. Also, removing equipment from decommissioned or crashed vehicles, and the refurbishment and re-installation of the reconditioned hardware into other vehicles.
- ▶ VSP maintains over 70,000 STARS assets.

STARS

- ▶ Prior to July 2012, most of the STARS agencies had their STARS radios installed and decommissioned by Motorola Service shops.
 - Prior to 2012, VSP averaged 25 or less vehicles per year.
 - In 2016, VSP has processed in excess of 350 vehicles
 - The workload continues to increase with the same staffing

STARS

- ▶ The vehicle maintenance garage has also encountered sharp increases
 - In 2014, 620 vehicles were serviced
 - In 2016, VSP will exceed 1000 vehicles serviced
 - Staffing Levels have remained the same
- ▶ Over the last 2 years, 88 compressor change outs were completed for the STARS HVAC systems.

STARS

- In order to sustain the STARS network, a systematic assessment was conducted to project long-term fiscal impacts and staffing requirements. Summary costs are as follows:

FY2018:	\$12.1 million
FY2019:	\$110 million
Time TBD:	\$1.3 million
Annual Sustainment:	\$700,000
Other Costs:	\$4.5 million
FTEs:	\$500,000
Total Projection:	\$129 million

Current Budget

- ▶ VSP submitted detailed STARS needs for year one at \$12.1 million
- ▶ Existing language provides for \$9.1 million that includes \$3.4 million of existing bond money
 - This bond money is already allocated for other STARS projects and equipment
 - Considering these obligation, the net allotment is \$5.7 million of the \$12.1 requested.
- ▶ What will not be addressed as a result:
 - 233 Mobile data terminals \$1.4 million
 - Computer Aided Dispatch \$1.4 million
 - Time Division Multi Access (TDMA) \$324,000

TDMA permits two voice paths for same frequency to handle load issues

Conclusion

- ▶ VSP has administered the STARS Program to the Commonwealth a with great success
- ▶ Aging technology is beyond the control of the agency
- ▶ A long-term strategic and phased solution has been proposed to replace and upgrade end-of-life technologies
- ▶ The safety of our public safety personnel is dependent upon and fully functioning communications system

Background Investigations



Backgrounds

- ▶ During the 2015 General Assembly, HB 1570 and SB 1168 were passed requiring licensed child day centers and licensed family day homes to complete a national criminal fingerprint background check. **Delayed effective date of 7/1/17.**
- ▶ During the 2016 General Assembly, HB 500 and SB 601 would have required a national criminal fingerprint background check for the additional entities providing care to children.

Backgrounds

- ▶ DSS represents that this requirement will result in **80,000 additional background** checks in the first year, and an increase **30,000 each year thereafter**
- ▶ Current budget language allocates six (6) positions to address this increase.
- ▶ Section 19.2-392.02, Code of Virginia, states that the State Police shall make reasonable efforts to return results within **15 business days** to those entities entitled to criminal record information under the National Child Protection Act.
- ▶ Employing and training the allocated human resources prior to July 1, 2017, is essential in order to meet the expectations of the code.

Backgrounds

- ▶ Appropriate staffing is essential to prevent severe backlogs in processing fingerprint background checks across all criminal justice and non-criminal justice communities; these include visas, adoptions, housing, employments; etc.
- ▶ It is anticipated that the request for background investigations will increase, as new legislation is filed during this session.

Staffing and Compensation



Staffing: Status as of 12-29-16

- ▶ 2,966 total positions (2,118 Sworn and 848 Civilian)
- ▶ Vacancies:
 - 165 Sworn
 - 121 Civilian
 - **Total: 286**
- ▶ Attrition: (January – December 29th, 2016)
 - **156 Sworn**
 - **96 Civilian**
- ▶ 52 of 57 remain in the 125th Basic School



The number does not include 16 retirements Jan. 1st

The Decision

STAY

OR

GO



- At \$36,207 we are unable to successfully compete for trooper candidates—**Why join VSP?**
- Employees are hired with no expectation of a pay increases—**Why join VSP?**
- Tenured employees are making the same as new employees with no hope on the horizon—**Why stay?**

<u>Agency</u>	<u>Starting Salary</u>	<u>Difference</u>	<u>Percentage Difference</u>
Henrico County PD	\$43,893	\$7,686	21%
Chesterfield County PD	\$42,800	\$6,593	18%
Hanover County SO	\$41,719	\$5,512	15%
Virginia Beach PD	\$41,194	\$4,987	14%
Richmond PD	\$41,000	\$4,793	13%
Winchester PD*	\$40,269	\$4,062	11%
Norfolk PD	\$40,000	\$3,793	11%
Chesapeake PD	\$39,199	\$2,992	8%
Newport News PD	\$38,325	\$2,118	6%
Roanoke PD	\$37,410	\$1,203	3%
Harrisonburg PD	\$36,504	\$297	1%
City of Lynchburg	\$36,420	\$213	1%
Virginia State Police	\$36,207		
Charlottesville PD	\$35,256	\$951	-3%

State Police Salary Survey – Nov. 2016

- ▶ **30 Agencies** responded to the survey
- ▶ 40% have a **dedicated funding source**
 - 23% have a combination of general fund and dedicated funding
- ▶ 90% provide salary increases for longevity

- ▶ Average **Starting Salary: \$40,494**
- ▶ Average **Salary After Graduation: \$50,497**

- ▶ VSP Starting Salary: **\$36,207**
- ▶ VSP After Probation: **\$41,582** (one year after graduation)
18 months from start date

Compensation

- ▶ Despite all of the challenges, we have been forced to take on **an expanded role**, while staffing is stagnate.
 - Personnel are **working longer hours** and earning leave, but the lack of adequate staffing makes it nearly impossible to take the leave.
 - Therefore, employees lose their earned leave, which essentially means they **worked for free**—this is completely unacceptable.
 - One employee summed up the problem by saying, “**Compensatory leave does not pay the bills or put food on my table**”.
- ▶ Current budget language restores \$4 million to aid compression and provides for a 1.5% bonus for state employees

Recruiting

- ▶ Training costs, not including equipment, is **\$55,054 per student**
- ▶ Once many of these employees gain experience and realize they can make significantly more money in local departments, they leave. We have become the training ground for many local agencies.
 - Texas actively recruiting VSP on Facebook
 - Agencies across Virginia are actively recruiting troopers
- Pay issues are keeping some of the most qualified from taking promotions
- **Our ability to catch-up is directly tied to a competitive starting salary and a pay scale that allows for merit based advances**

Conclusion

- ▶ We have reached the **breaking point**—we can't survive on the current path
- ▶ We must be able to **fairly compensate** employees to be competitive
- ▶ We must be able to provide a **graduated and funded pay structure** to retain existing employees
- ▶ We must address and **fix pay compression**
- ▶ We must be able to keep and utilize all allocated funds

Thank you

