



Governor's Proposed Budget:

Virginia Department of State Police

VALOR • SERVICE • PRIDE

Governor's Proposed Budget

- Positions:
 - Seven analysts for the Virginia State Police Fusion Center
 - One to coordinate with institutions of higher education in support of campus safety and security.
 - Six to support the Watch Center, which recently transitioned to 24/7 on-site staffing.
 - Four technician positions to support criminal background checks for two proposed pieces of legislation for the Department of Social Services.



Governor's Proposed Budget

- Provided funding for debt service for THREE NEW AIRPLANES through the Commonwealth's Master Equipment Lease Program (MELP) \$1.6M
- Increased Funding to Support Med-Flight Operations in FY26 by \$770,800



Governor's Proposed Budget

- Annual step increase of 1.4% in FY25 and FY26



- This \$3M measure is a recommendation of the 2021 Joint Compensation Workgroup consisting of VSP, The Department of Human Resource Management, and Joint Legislative Audit and Review Commission.
- Provides funding to maintain internal salary alignment per DHRM policy. Unlike most agencies, VSP has hundreds of employees in a single role, and the highly regimented nature of VSP requires everyone to be adjusted at the same time to avoid pay compression.



Governor's Proposed Budget

- Virginia Criminal Information Network (VCIN)
 - Provide Non-General fund resources to support upgrades to the systems. \$2M.
- Capital Projects:
 - An additional \$50M towards a new Training Academy and authorizing a change in size and scope of the original project.





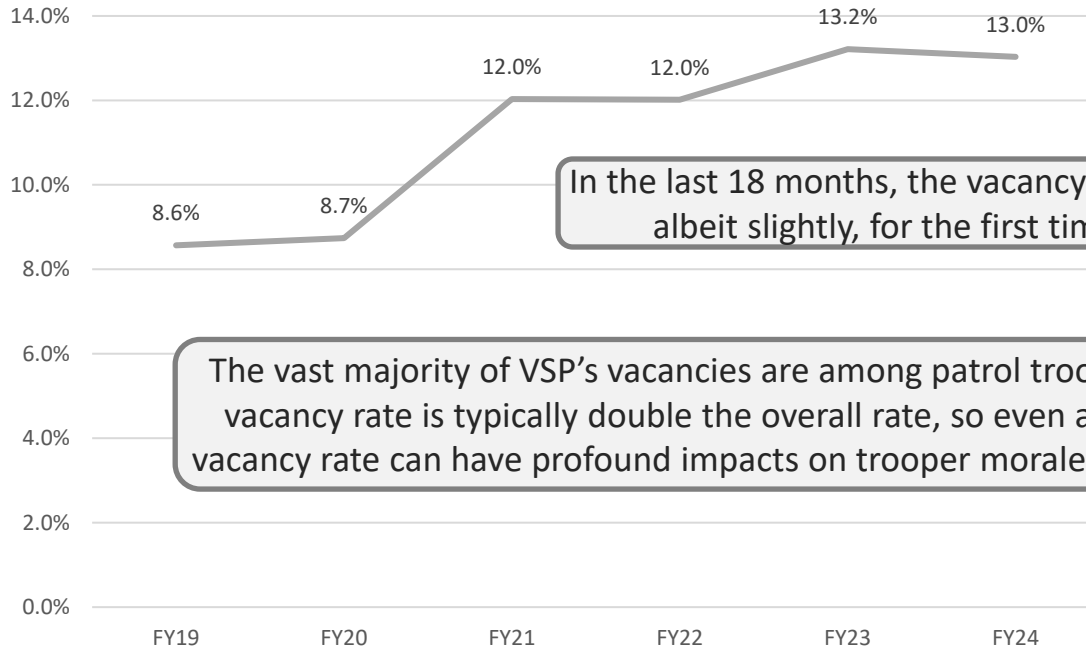
Sworn Recruitment and Retention:

Virginia Department of State Police

VALOR • SERVICE • PRIDE

Sworn Vacancies

Vacancy Rate July 1, 2018 through December 31, 2023



In the last 18 months, the vacancy rate has declined, albeit slightly, for the first time in 5 years.

The vast majority of VSP's vacancies are among patrol troopers. The patrol vacancy rate is typically double the overall rate, so even a modest overall vacancy rate can have profound impacts on trooper morale and public safety.



Sworn Vacancies

- Trooper applicant volume increased slightly last year, but most of the improvement comes from fewer retirements.
- We expect to hire 40 new troopers for the 141st Basic Session on January 30th.
- We expect retirements to increase in FY25 and FY26 as people who postponed retirement finally retire.
- Note: Dispatcher vacancies are also a major concern for the Department.



Recruitment Efforts

- VSP has a full-time recruitment unit, and the Department has taken many steps to address our vacancies through improved recruitment and retention, including:
 - Future Trooper Training Program
 - Trooper Referral Incentive Program
 - \$5,000 sworn hiring bonus
 - New recruiting website
 - New wellness program to enhance retention
 - Mentoring and development programs
 - Dispatcher to trooper program



Recruitment FY25 & Beyond

- This is a challenging hiring environment for all employers.
- VSP has unique challenges because of the sacrifices troopers make protecting the whole Commonwealth.
- Trooper salaries are currently not the highest but are competitive versus local law enforcement in Virginia.
- They are less competitive compared to other state police agencies.
- VSP will continue its aggressive recruiting efforts and innovative retention strategies, but it's critical that the Commonwealth continue to invest in salaries so we don't lose the ground we gained with the 2023 pay increases.





Office of the Gaming Enforcement Coordinator

Virginia State Police
Bureau of Criminal Investigation

VALOR • SERVICE • PRIDE

Purpose

- Coordinate the enforcement of the Commonwealth's gaming laws by the State Police (Criminal), VDACS (Regulatory), and all other state agencies (Regulatory), attorneys for the Commonwealth, and local law enforcement.
- Liaison with federal law enforcement to assist in their investigations into gaming activities.
- Establish, advertise, and administer a tip line for the public to report concerns about gaming activities.



Coordination with State Agencies

- VDACS - Office of Charitable & Regulatory Programs
 - Charitable Gaming
- Virginia Lottery – Gaming Compliance
 - Casinos & Online Sports Betting
- Virginia Racing Commission
 - Horse Racing & Pari-Mutual Wagering



Liaison & Outreach

- Liaison with local and federal law enforcement throughout the Commonwealth by providing education and expertise related to gaming laws & enforcement.
- Liaison with state level law enforcement agencies across the U.S. who are tasked with gaming enforcement.
- Partnership and engagement with private stakeholders in the gaming industry.



Investigative Activity

- 163 total investigations since October 2022
- 113 investigations currently active
- Sources of investigations include:
 - VDACS
 - VA Lottery
 - VSP Gaming Tip-Line



Gaming Tip-Line

VIRGINIA STATE POLICE GAMING TIP-LINE



To report concerns about gaming activity call 1-833-889-2300 or visit www.vsp.virginia.gov/services/gaming-complaint-form/



If you or someone you know has a gambling problem, call the toll-free and confidential hotline at 1-800-GAMBLER.

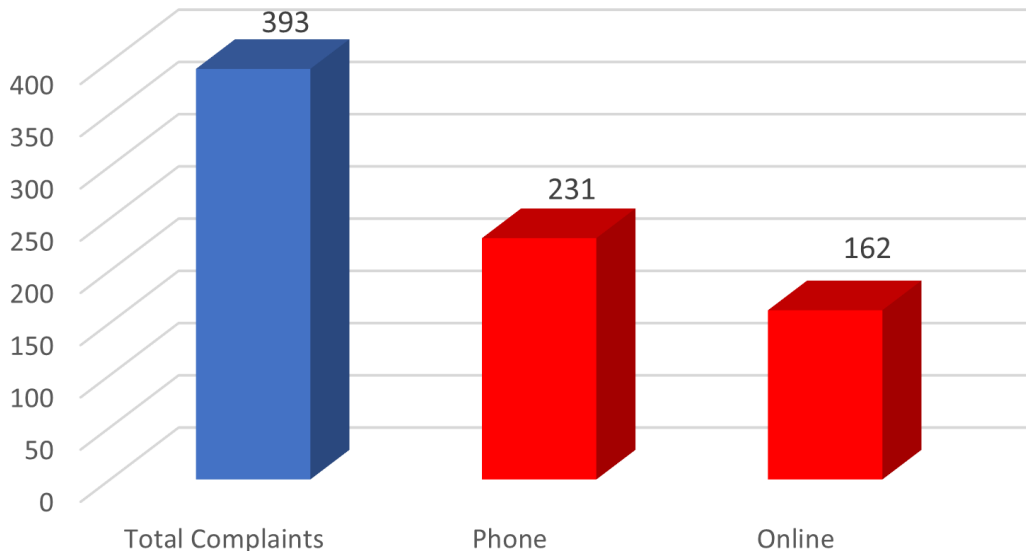
- VSP Gaming Tip-Line advertised in January & November 2023
- Two methods of reporting by citizens:
 - Phone
 - Online Complaint Form



VALOR • SERVICE • PRIDE

VSP Gaming Tip-Line

VSP Gaming Tip-Line Data (Jan 2023-Present)





Thank you!

Virginia Department of State Police

VALOR • SERVICE • PRIDE