

Virginia Department of State Police



Senate Finance Committee Briefing



January 16, 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
 - 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



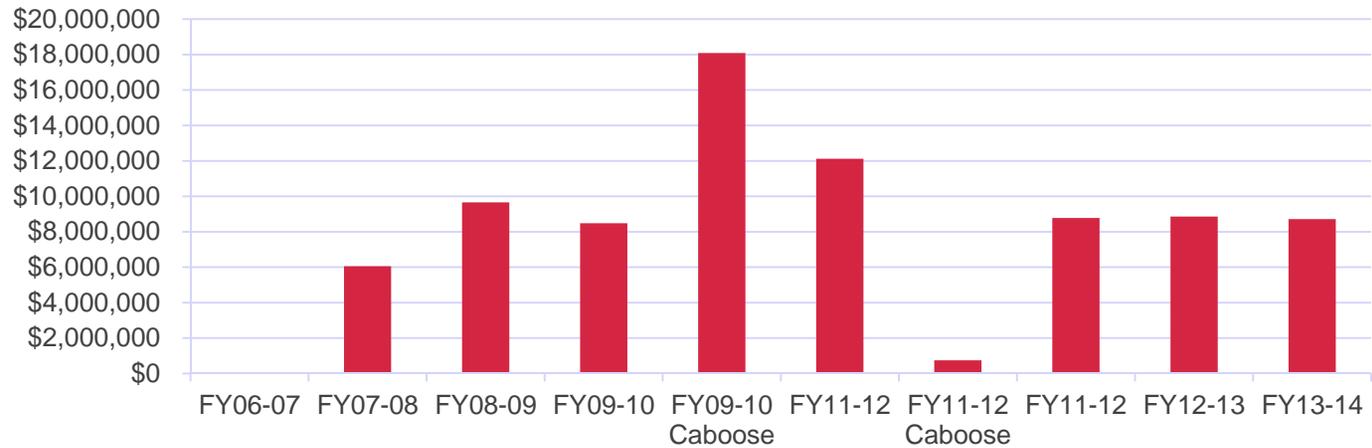
Budget Reductions

- 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

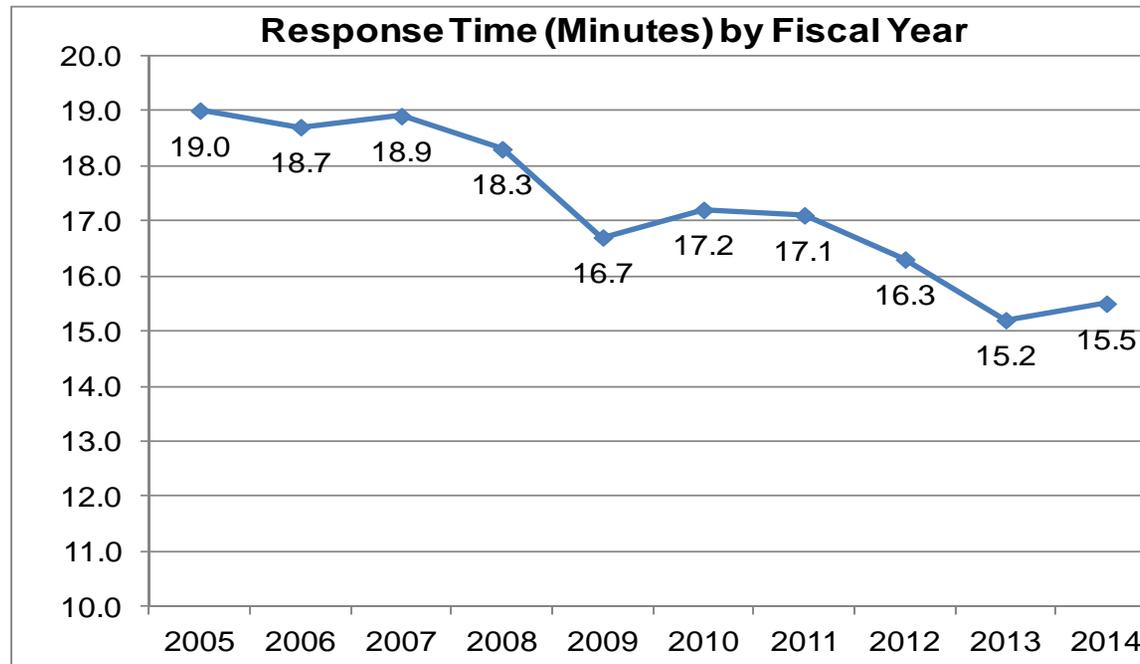


Vacancy Rate

- **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)**



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