

Trends

No Data Available

Legend:

↑ Increase, ↓ Decrease, ↔ Steady

Key Performance Areas

No Data Available

Productivity

No Data Available

Legend:

↑ Improving, ↓ Worsening,
 ↔ Maintaining

For more information on administrative key, and productivity measures, go to www.vaperforms.virginia.gov/agencylevel/index.cfm

Background & History

With over 75 years of service to the citizens of the Virginia, the Department of State Police (VSP) strives to fulfill its public safety mission while improving the quality of life for those living, working, and visiting in Virginia. From highways to communities, VSP is recognized nationally for its superior enforcement, investigative, educational, technological, and analytical services.

The Bureau of Field Operations (BFO) has as its primary responsibility the patrolling of over 64,000 miles of state roadways and interstate highways throughout Virginia. Personnel provide both traffic enforcement and criminal law enforcement. This bureau manages the Vehicle Safety Inspection Program.

VSP provides a thorough and comprehensive investigation of all criminal matters mandated by statute and established department policy through the Bureau of Criminal Investigation (BCI). This bureau is also responsible for the High Technology Crimes Division and the Virginia Fusion Center, which receives, analyzes, and disseminates intelligence related to all hazards confronting citizens of Virginia, including terrorism.

The Bureau of Administrative and Support Services (BASS) provides the department with essential services through extensive technical and professional expertise. These functions include communications, criminal justice information services, information technology, human resource management, property, finance, and training.

VSP provides aviation support, executive protective services, public relations services, and counter-terrorism and criminal interdiction through specialized units. Additionally, VSP has trained and equipped personnel to perform many highly specialized functions. These include tactical teams, search and recovery teams, canine teams, tactical field force teams, arson/bomb investigators, crime scene technicians, and polygraph operators. These personnel allow VSP to provide valuable support to federal, state and local law enforcement agencies.

Primary Product & Services

- Information Technology Systems
- Criminal Justice Information Services
- Telecommunications and the Statewide Agencies Radio System
- Firearms Transaction Program
- Sex Offender Registry Program
- Concealed Weapon Program
- Aviation Operations
- Commercial Vehicle Enforcement
- Counter-Terrorism
- Help Eliminate Auto Theft Program
- Drug Enforcement
- Criminal Investigation and Intelligence Services
- Uniform Patrol Services
- Insurance Fraud Program
- Vehicle Safety Inspections
- Administrative and Support Services

Customer Base

The population in Virginia is growing and changing. From 2000 to 2010, the population in Virginia increased 13 percent, from 7,078,515 to 8,001,024. With this growth, the numbers of licensed drivers, registered vehicles, and vehicle miles traveled also increased. As the state has grown, so has the demand for law enforcement services.

The aging of the Baby Boom generation will also create new challenges for VSP. From

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2000 to 2010, the number of Virginians 65 years and older increased to 12.2 percent of the population. As the elderly population increases, elder abuse and other crimes against the elderly will almost certainly increase. Older drivers may also present problems for the law enforcement community.

Other demographic changes will also impact the department and its operations. Certain minority populations in Virginia are increasing. In 2000, the Hispanic population accounted for 4.7 percent of the total population while the Asian population made up 4.3 percent. In 2010, these figures increased to 7.9 percent and 6.5 percent respectively. Many of these persons do not speak English. VSP will need to prepare itself to provide law enforcement services to these growing populations.

Customer Listing

No Data Available

Key Agency Statistics

In spite of severely limited manpower resources and budget constraints, VSP performed remarkably during calendar year 2012. Uniformed personnel patrolled over 30 million miles and made over 598,000 traffic arrests. This aggressive enforcement, in conjunction with strong traffic safety education initiatives, is essential for ensuring highway safety for the citizens and visitors of Virginia.

Investigative personnel worked approximately 400,000 man hours, opening thousands of new cases and making over 11,000 criminal arrests. VSP personnel also seized illegal drugs valued at over \$155 million.

Work by administrative personnel at VSP has also been impressive. In 2012, VSP was maintaining over two million criminal histories, having added approximately 60,000 records during the year. Over 296,000 criminal arrests were processed through the Automated Fingerprint Identification System and more than 432,000 gun sales were processed. VSP also maintains the Sex Offender Registry website, which provides information to the public regarding the location of known sex offenders in the community. The accuracy of this registry is supported by physical address verifications; over 19,000 address verifications were conducted during calendar year 2012.

The following statistics provide a snapshot of the magnitude of VSP operations during calendar year 2012. (Statistics for calendar year 2013 are not available at this time.)

Finances

The chief source of funding for the Department of State Police is the general fund. The agency also collects special fund revenue, Highway Maintenance Funds and Federal funds. Funding sources for fiscal year 2013 include:

- General Fund – 75.20 percent
- Dedicated Special Revenue - 4.44 percent
- Special Fund – 13.65 percent
- Highway Maintenance Funds – 2.76 percent
- Federal Funds – 3.94 percent
- Trust Funds - .01 percent

Fund Sources

No Data Available

Revenue Summary Statement

VSP receives special funds from various sources to support the Safety Inspection/Motor Carrier Program, data line costs, vehicle purchases, cafeteria operations, car repairs, and med-flight operations. Dedicated special revenue funds are received from various sources to fund the following specific programs:

- Insurance Fraud

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- Help Eliminate Auto Theft (HEAT)
- High Occupancy Vehicle (HOV) Enforcement
- Internet Crimes Against Children (ICAC) Program

VSP also receives federal funds from various federal sources to support a variety of grant programs. These grant programs enhance homeland security and improve the accuracy of computerized criminal histories, and support the department's efforts to combat Internet crimes against children, methamphetamine production, intellectual property crime, and violent crime.

Key Risk Factors

In order to accommodate increased workload, VSP must increase BFO staffing to levels recommended by the approved staffing model. VSP needs to fill all vacant sworn positions and establish 354 additional trooper positions and 39 sergeant positions. Personnel needs in BCI are also critical. An analysis of staffing needs in this bureau indicates that at least 35 additional special agents and 2 additional first sergeants are needed to accommodate current workload.

The Department cannot accomplish its mission without adequate levels of support personnel. Additional support personnel are urgently needed to perform critical operational and administrative functions.

Emerging issues in public safety necessitate additional manpower resources. These issues include gang violence, methamphetamine production and distribution, high technology crimes, and Internet crimes against children. There is also an increased demand for computer forensic services.

VSP is also struggling with budget constraints. For example, VSP is budgeted to procure gasoline at \$1.19 per gallon; but pays approximately \$3.00 per gallon. In addition, the availability of grant funds to support critical programs is decreasing. Soon VSP must decide whether to fund or discontinue these projects.

Current information technology staffing levels are insufficient to manage current projects, to maintain 50 existing applications, and to replace outdated legacy systems. Vital systems maintained by VSP include the Computerized Criminal History System, the Automated Fingerprint Identification System, and the Hot Files System, which is accessed by other law enforcement agencies through the Virginia Criminal Information Network (VCIN). These systems are essential for both public safety and officer safety.

VITA/Northrop Grumman transformation has been held up due to legal requirements that mandate the Superintendent exercise management control over VCIN. Negotiations have been conducted over the last three years to resolve this issue. Failure to finalize these negotiations and transform the network poses a significant risk of infrastructure and VCIN failure which would adversely impact public and officer safety.

Performance Highlights

Protecting the citizens of Virginia from known sex offenders is a critical public safety function. After sex offenders are released from prison, they must register with the state and notify officials regarding their new address within ten days of any move. The accuracy of the registry relies on sex offenders complying with Title 9.1 of the Code of Virginia. In order to ensure that these sex offenders comply with the provisions of Title 9.1, the department physically verifies the accuracy of information being furnished by these individuals. VSP enhances public safety by investigating and successfully closing cases concerning sex offenders who fail to register in accordance with the Code of Virginia. In calendar year 2012, VSP met or exceeded the 89.3 percent closure rate target.

In late 2012, VSP conducted a citizen survey to determine the level of customer satisfaction with department operations. While the percentage of respondents who rated the overall quality of service as "Excellent" or "Very Good" increased from 82.7 percent in 2011 to 83.3 percent in 2012, the results were slightly lower than the performance measure target of 83.8 percent.

Prompt response to citizens' request for emergency law enforcement services is essential to ensuring the safety of citizens and their property. In traffic crashes, quick response by law enforcement facilitates the removal of disabled vehicles and debris from the roadway. Clearing the roadway quickly helps restore the normal flow of traffic and reduces secondary crashes caused by traffic congestion associated with the crash. In criminal incidents, the prompt response by law enforcement personnel enhances citizen safety and increases the likelihood of a successful investigation. In calendar year 2012, the average response time to emergency calls was better than the 17.0 minute target.

Performance Measures

Management Discussion & Analysis

General Information about the Ongoing Status of the Agency

VSP is committed to enhancing public safety in the Commonwealth. The elimination of criminal gangs and associated violent crime is an essential part of this mission. The department's anti-gang initiatives focus on investigation and enforcement, support to criminal justice partners, and community outreach. Partnerships with other state agencies and local criminal justice agencies have yielded impressive results. Partners include the Departments of Corrections, Alcoholic Beverage Control and Juvenile Justice, local and federal law enforcement agencies, probation and parole officers and Commonwealth's attorneys. VSP will continue to commit significant resources to this initiative to protect citizens and to divert youth from membership in criminal gangs.

VSP has traditionally been associated with traffic safety, particularly on interstate highways. The department is committed to reducing interstate traffic fatalities by two percent each year. Fatality reduction efforts include selective enforcement projects, with an emphasis on speed, DUI and occupant restraint violations. VSP also uses directed patrol to effectively combat violations in problem areas based on citizen complaints and analysis of enforcement and crash data. Traffic safety initiatives include safety presentations to schools and citizen groups and a variety of innovative programs. For example, one traffic safety program involves the use of a DUI simulator, as well as the Fatal Vision Goggles to demonstrate the dangers of drunk driving and texting while driving. Over the years, VSP has developed strong relationships with other agencies committed to enhancing highway safety. VSP participates in a number of regional traffic safety committees throughout the state. Participants in these groups include the Department of Transportation, the Department of Emergency Management, local law enforcement agencies, and fire and medical first responders.

Information Technology

The Information Technology (IT) Division provides the computer infrastructure in support of VSP's public safety mission and services to the citizens of the Commonwealth. Current major projects that are underway are:

1. Replacement of the Computerized Criminal History System
2. Replacement of the criminal investigative reporting interface with the Law Enforcement Activity Management System (LEAMS).
3. Development of the Virginia Intelligence Management System (VIMS).
4. Development of a Mobile Identification Interface within the Automated Fingerprint Identification System.

VSP's network needs to be replaced. Transformation for VSP has been held up due to legal requirements which mandate the Superintendent of State Police to exercise management control over the Virginia Criminal Information Network and are not met under the current partnership contract. Negotiations are continuing between VSP and the Partnership to determine if transformation can proceed if VSP maintains management control over the system as required by law and federal regulation.

The vast majority of the VSP's applications are written in legacy technologies. The age of these technologies, and the lack of available vendor and IT resources to support them, represent a substantial risk.

VSP has a very limited number of IT resources. The entire IT Division consists of 31 full-time employees. This staffing level is insufficient to manage projects that are underway, to maintain 50 existing applications, and to embark on a replacement of all legacy systems.

In an effort to ensure the continued success and future support of these systems, VSP has submitted a request for additional positions for consideration during the next budget cycle. Internally, VSP has committed to the reallocation of several positions in an effort to keep the budgetary impact as low as possible. VSP believes this combined approach presents the greatest opportunity for success during difficult budgetary times.

Workforce Development

VSP currently employs over 2,800 employees, consisting of both the civilian and sworn classifications. To address challenges of planning, recruitment, and retention of qualified employees, several major strategies and programs are utilized:

Career Development Program – Civilian - VSP has an established Career Development Program that is intended to allow employees to enhance current job performance and take advantage of future job opportunities, while helping to fulfill the agency's goals for a dynamic and effective workforce. This program allows current employees to be more competitive for career advancement opportunities, while expanding their knowledge, skills and abilities.

Career Progression Program/ Promotional Process – Sworn - The Career Progression Program is designed to provide an opportunity for non-supervisory sworn employees to receive non-competitive career progression promotions to the positions of senior trooper, master trooper, and senior special agent. This program was authorized by the General Assembly, and established in the Code of Virginia. In 2002, VSP developed and implemented the current sworn promotional testing process with the assistance of the International Association of Chiefs of Police (IACP).

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Recruitment Unit – Civilian and Sworn - VSP maintains a Recruitment Unit that is highly effective and continues to assist the agency in recruiting a qualified and diverse workforce. The recruiters encourage qualified candidates to apply for both civilian and sworn positions within the agency.

Department Workforce Planning Report – Civilian and Sworn - The Workforce Planning Report assists the agency with developing a strategy to ensure that the agency has a highly skilled and competent workforce. This report represents facts and statistics, employment and agency trends, and characteristics of the agency workforce which assist the agency in developing succession planning that addresses current and future needs.

Physical Plant

VSP provides superior statewide law enforcement services and other safety-related services to the citizens and visitors of the Commonwealth of Virginia. In fulfilling its duties, VSP represents the Commonwealth and agency facilities should also be representative and reflective of the standards of the Virginia State Police.

Due to the public safety services provided, the type of facilities required, and long-term financial stability for the department, VSP has maintained the policy of owning, as opposed to leasing these facilities. Due to budget constraints, the department has been required to lease significant facility space to accommodate the increase in personnel and equipment requirements. Currently, the department is leasing approximately 110,000 square feet of space in 22 different locations. This includes space or room for office/administrative functions, hangar/aircraft maintenance, storage, and workshop/lab areas. Land is also leased at 14 different locations for STARS tower facilities.

The department recently completed the Driving Training Complex in Nottoway County. At the same site, VSP is in the final stages of completing the design for a new Firing Range complex. The firing range will include four smaller ranges with the capacity of 72 firing lanes. The entire complex will be available to other law enforcement agencies within the Commonwealth. Later this year, VSP anticipates the start of construction for a new BCI Office at Lebanon. This BCI office will replace a leased facility in Castlewood.

The department is proceeding with the development and construction of five new STARS tower communication sites to strengthen and improve communication coverage issues.

Additionally, VSP maintains a very active maintenance reserve program and currently has 12 major maintenance projects planned over the next two-year period.