



FACTS & FIGURES

2023

VALOR • SERVICE • PRIDE

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ANNUAL REPORT

▶ 2023

The Virginia State Police is committed to protecting and serving the Commonwealth with integrity and dedication. This Facts and Figures Report offers a concise look at the Department's achievements and ongoing efforts to enhance public safety over the past year.



TABLE OF
CONTENTS

VISION - MISSION - GOALS	P. 04
ORGANIZATIONAL CHART	P. 03
COLONEL SETTLE	P. 05
SUPERINTENDENT'S OFFICE	P. 07
BUREAU OF ADMINISTRATIVE & SUPPORT SERVICES (BASS)	P. 13
BUREAU OF STRATEGIC GOVERNANCE (BSG)	P. 37
BUREAU OF FIELD OPERATIONS (BFO)	P. 44
BUREAU OF CRIMINAL INVESTIGATIONS (BCI)	P. 52
IN MEMORIAM	P. 64

“ Through dedication, service, and integrity, we safeguard the Commonwealth, striving each day to create a **safer future for all** **”**

MISSION & VISION



MISSION

Securing the Commonwealth through leadership, collaboration, and community engagement.



VISION

The Virginia State Police will be at the forefront of ensuring a safe and secure Commonwealth by developing exceptional relationships. These include:

Our Public – who see legitimacy and credibility in a trusted law enforcement service.

Our Partners – who perceive the Virginia State Police as a collaborative and resourceful organization.

Our People – who feel respected and valued, and that this is their organization.





VALUES

Competence - We are professional, highly-skilled law enforcement officers, prepared and equipped to succeed in our roles and earn the confidence of the public.

Innovation - We are a progressive, adaptive agency, leveraging technology to our advantage in challenging the status quo to improve any aspect of VSP.

Trust - Our public can have complete confidence in the actions of employees of the VSP and assurance that the VSP is an agency that keeps its commitments.

Commitment - We are bound by our sense of duty and service, and our commitment to our agency, our people, and our public is unwavering.

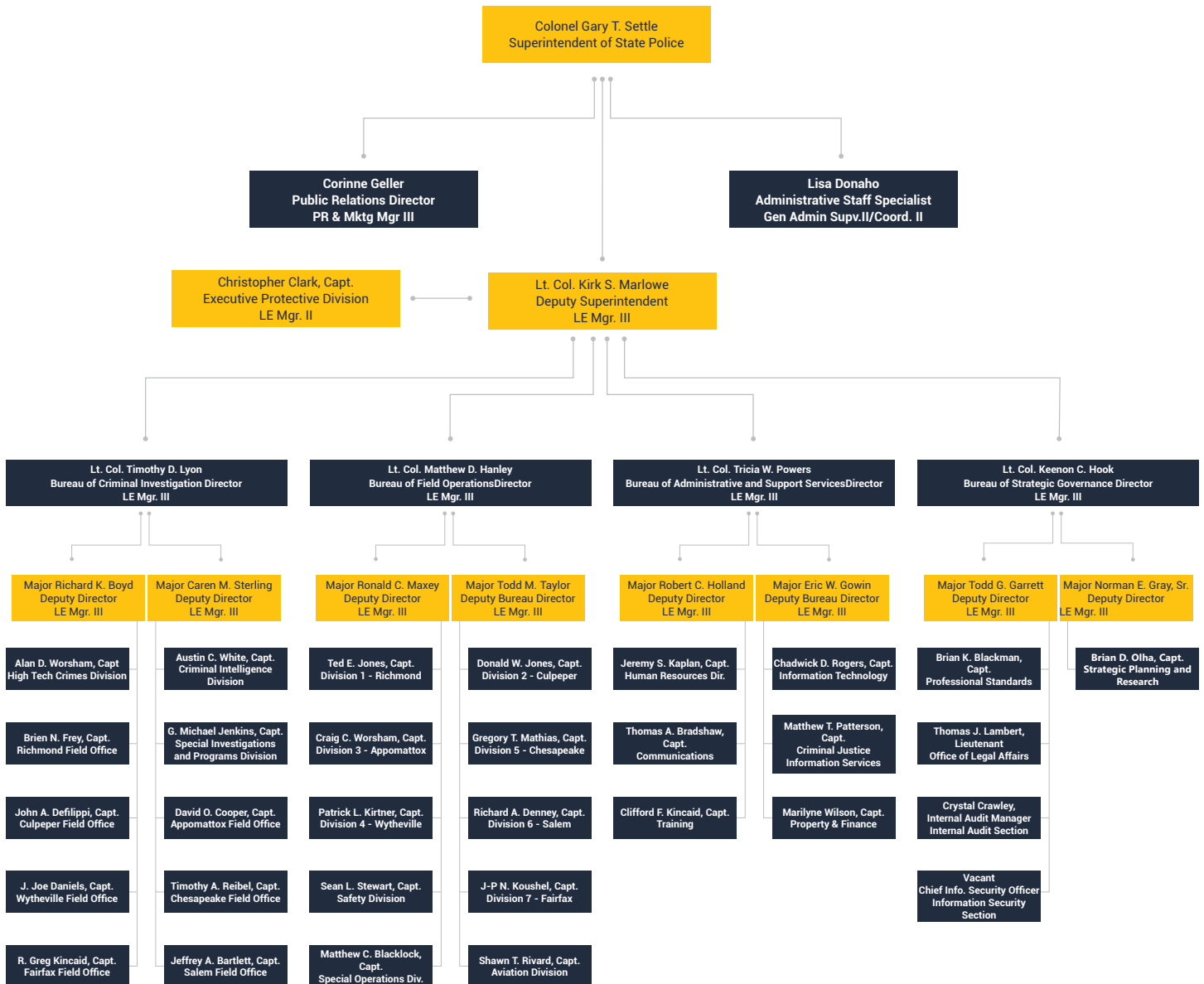
Wellness - Our physical, mental, and emotional wellness improve our ability to provide exceptional service to our public.

Leadership - We set and exercise high standards that exceed the expectations of the public we serve and the agencies we support.



ORGANIZATIONAL CHART

2023



Sworn Role Titles:
 Captain - Law Enforcement Manager II
 Lieutenant - Law Enforcement Manager I



COLONEL GARY T. SETTLE

Colonel Gary T. Settle is the Virginia State Police Superintendent and serves as the chief executive officer of the Department. Appointed by Governor Ralph Northam in January 2018, Colonel Settle oversees the Department's mission to provide the Commonwealth with a comprehensive, responsive statewide police department, independent yet supportive of local and federal law enforcement agencies; to preserve law and order; to enforce traffic and regulatory laws; and, to provide security and safety services to citizens of Virginia. As Superintendent, Colonel Settle leads and manages all aspects of the Department of State Police encompassing the Office of Internal Affairs, Public Relations Office, Executive Protective Unit, Bureau of Administrative and Support Services (BASS), Bureau of Field

Operations (BFO), Bureau of Strategic Governance (BSG), and Bureau of Criminal Investigation (BCI).

Colonel Settle graduated from the Virginia State Police Academy in 1986 as class president of the 78th Basic Session. His first patrol assignment was in his native Rappahannock County in the State Police Culpeper Division. During his tenure with State Police, he has served as a Tactical Team supervisor, narcotics and general investigation special agent, firearms instructor, and served on the State Police Honor Guard. As he progressed through the ranks, his assignments have taken him to the State Police Culpeper and Wytheville Divisions. Prior to his appointment as Superintendent, he served as the Director of the Bureau of Criminal Investigation (BCI).

Settle also served as Sheriff for Rappahannock County from 1996 to 2000. He earned a Master's degree in Homeland Security and Defense from the Naval Postgraduate School and a bachelor's degree in Administration of Criminal Justice from Bluefield College. He is also a graduate of the FBI Executive Management Course and the National Criminal Justice Command College of the UVA School of Continuing and Professional Studies.

A handwritten signature in black ink that reads "Gary T. Settle". The signature is written in a cursive, flowing style.

Superintendent, Colonel Gary T. Settle

SUPERINTENDENT'S OFFICE

The Virginia State Police (VSP) provides high quality, statewide law enforcement services to the residents of the Commonwealth of Virginia and its visitors. Its services range from criminal background checks for employers to vehicle safety inspections, as well as traditional law enforcement roles including executive protection, counter-terrorism, tactical team operations, and criminal investigations.

»» 2023 EXECUTIVE STAFF CHANGES...

In 2023, Virginia State Police restructured, adding a fourth Bureau. The Bureau of Strategic Governance (BSG) absorbed the former Office of Performance Management and Internal Controls (OPMIC) and other Department functions. The new bureau included the Diversity, Opportunity and Inclusion (DOI) Engagement and Oversight Office, Strategic Planning and Research Division, Professional Standards Division, Office of Legal Affairs, Internal Audit and Information Security.

Lt. Col. Keenon Hook was appointed to oversee BSG. Hook previously served as Deputy Director of the Bureau of Administrative and Support Services (BASS). Hook's position with BASS was filled by newly promoted Major Eric Gowin.

The decision to add a new bureau was made to better apportion responsibilities within the state police executive staff.

2023 PROMOTIONS



**Lieutenant Colonel
Keenon C. Hook**

to oversee the CJIS Division as captain.

Prior to starting his career with VSP, Hook was an Assistant Commonwealth's Attorney in Culpeper County. He has a bachelor's degree in political science from the Citadel and a Juris Doctor from the College of William and Mary Marshall-Wythe School of Law. He is a graduate of the National Criminal Justice Command College at the University of Virginia.



**Major
Eric Gowin**

with the Criminal Justice Information Services (CJIS) Division in 2018. In 2020, Gowin was promoted to Captain and took command of the IT Division until his latest position as Major.

Gowin holds a Bachelor of Science degree in Multidisciplinary Studies from Liberty University. Through John Tyler Community College he completed an Associate of Arts degree in Criminal and a Certificate in Police Science. He is a graduate of the National Criminal Justice Command College with the University of Virginia.

Leading VSP's newly established Bureau of Strategic Governance (BSG) is Lieutenant Colonel Keenon C. Hook. Hook was previously a Deputy Director of the Bureau of Administrative and Support Services (BASS), where he served following his promotion to major in 2020. Hook began his career with Virginia State Police in 2001 as a Trooper assigned to the Chesapeake Division Area 46 Office in the Hampton / Newport News area. From there, he was promoted to Special Agent with the Bureau of Criminal Investigation's (BCI) Chesapeake Field Office General Investigation Section. In 2014, Hook was promoted to First Sergeant and supervised the bomb-arson and violent crimes agents in the BCI Chesapeake Field Office. In 2016, Hook was promoted to the rank of lieutenant and was assigned to the Criminal Justice Information Services (CJIS) Division. He later was appointed

Major Gowin currently serves as a Deputy Director of the Bureau of Administrative and Support Services (BASS). He has served in this capacity since April 2023, after having served as the commander of the Information Technology (IT) Division since 2020. Gowin graduated the Academy in 1999 as a member of the 99th Basic Session. His first patrol assignment was with the Richmond Division Area 6 Office in Amelia County. In 2007, he transferred to the Aviation Unit to achieve the rank of Trooper-Pilot. and later, in 2010, promoted to Sergeant assigned to the Training Academy. In 2016, Gowin promoted to the rank of First Sergeant within the Bureau of Criminal Investigation's (BCI) Criminal Intelligence Division, where he led the Field Intelligence Agents and FBI Joint Terrorism Task Force Officers, as well as served as Deputy Director of the Virginia Fusion Center. He achieved the rank of Lieutenant

EXECUTIVE PROTECTION DIVISION

The primary responsibilities of the Execution Protection Division are to provide security and transportation for the Governor and immediate family members. The most capable personnel from the Department are selected for this assignment to maintain a high level of loyalty, trust, and respect between the Governor and each trooper. In addition to providing security, this division must coordinate with the Governor's staff regarding the Governor's scheduling, travel arrangements, lodging, and other necessary commitments to ensure cohesive and orderly activity.

There are times when out-of-state governors and other dignitaries visit the Commonwealth, and this unit coordinates their security needs and itineraries to ensure travel requirements and appointments are synchronized with those of the Governor.

EXECUTIVE PROTECTIVE DIVISION (EPD)

The plainclothes troopers assigned to the Executive Protective Division (EPD) provide 24-hour security for Governor Glenn Youngkin and his family. EPD coordinates the Governor's schedule, secures routes for his upcoming appearances and events and works with local, federal and law enforcement agencies from other states when traveling to ensure maximum security and effectiveness of the detail.



PUBLIC RELATIONS OFFICE (PRO)

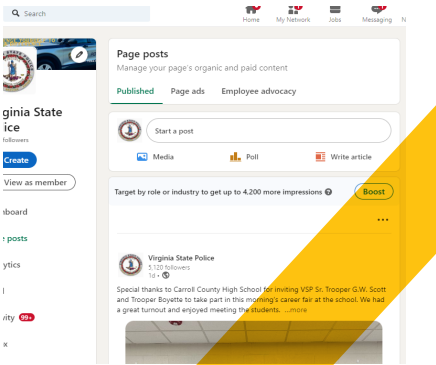
The Public Relations Office is responsible for the development and implementation of comprehensive, proactive public and media relations information and outreach regarding traffic safety, crime prevention and criminal investigations.

The civilian PRO staff works closely with the field Public Information Officer (PIO) sergeants. The PRO also provides assistance to local sheriffs and police departments with major incidents, as well as the offices of the Governor and the Secretary of Public Safety and Homeland Security.

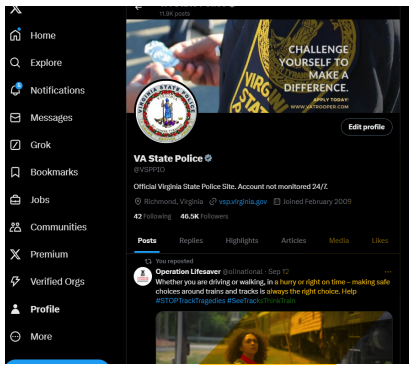
The PRO uses the VSP's extensive social media footprint for news releases, alerts, safety and recruitment messaging.



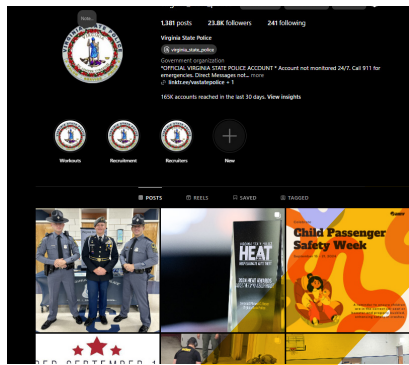
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X
[@VSPPIO](#)



INSTAGRAM
[@VirginiaStatePolice](#)

YOUTH OF VIRGINIA SPEAK OUT (YOVASO) ABOUT TRAFFIC SAFETY



A statewide, peer-to-peer advocacy program that engages, educates and empowers Virginia's youth to influence a safe driving culture through leadership development and innovative outreach programs. Its vision is to establish generations of safe teen drivers in Virginia.

In 2014, VSP absorbed the federally-funded grant program, which was established in 2001 by the Blue Ridge Transportation Safety Board and the Virginia DMV Highway Safety Office. YOVASO and VSP work in partnership to provide a broad range of programs and resources to educate Virginia youth on how to be safe drivers and passengers.

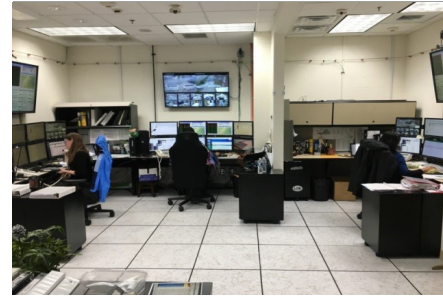
During 2023, YOVASO worked with 130 schools and youth groups in Virginia to provide youth traffic safety educational programs and hands-on safe driving activities. This was a 7% increase in participation by schools and youth groups over the prior year. Of the participating schools and youth groups, 57 had active peer-to-peer traffic safety clubs led by student advocates. Nine new schools and youth groups joined YOVASO in 2023, including Abington HS, Appomattox HS, Gate City HS, Graham HS, Lancaster HS, Stafford HS, St. Paul VI Catholic HS, Cave Spring Middle School, and the New Kent Sheriff's Office Public Safety Cadets. YOVASO also partnered with more than 25 organizations to expand outreach and services to teens, including insurance agencies, hospitals, media, safety advocacy groups, and teen service organizations. Over 8,600 volunteer hours were provided to assist with YOVASO safe driving programs for teens.



YOVASO sponsored four safe driving educational campaigns throughout 2023, including the fall Drive for Change Campaign, the Halloween Safety Campaign, the Holiday Jingle Campaign, and the spring Arrive Alive Campaign. 110 schools and youth groups participated in one or more campaigns reaching over 65,000 students through activities and programs. The campaigns also included social media messaging and ads to expand teen reach. During the fall campaign, social media content had 259,187 Impressions on Facebook, 8.2K Impressions on Twitter, and a reach of 58.4K on Instagram.

Teen safe driving videos placed on Instagram and YouTube for fall had 542,501 Impressions on Instagram and 51,420 Impressions on YouTube. For the spring campaign, social media content had 97,081 reach on Facebook, 2,659 reach on Instagram and 38.9 Impressions on Twitter. Teen safe driving videos placed on Instagram for

June through August had 4,241,624 impressions. Seat belt use during the fall campaign increased an average of 3.87% at participating schools and during the spring campaign increased an average of 4.5% at participating schools. Safe driving jingles created by teens for the holiday campaign reached 59,141 on Facebook and 1,735 on Instagram.



Demand for YOVASO's Interactive Programs in partnership with VSP continued to be in high demand in 2023. During the year, 129 events were completed utilizing the Distracted Driving Simulators and ScanEd:Physics of a Crash. The programs reached over 21,700 students. 247 VSP troopers worked the events for a total of 2,435 hours.

The annual YOVASO Summer Leadership Retreat was held in July at James Madison University to educate students about safe driving and to prepare student leaders to be advocates for safe teen driving in their schools and communities. Participants totaled 150, including 112 students and 38 adults. This was an overall increase of 37 participants, including an increase of 32 students over the prior year. 58 schools were represented, including 38 high schools, 5 homeschools, 3 private high schools, 10 middle schools and 2 out of state high schools. 91% of the student participants gave the Retreat an excellent or above average rating and 94% said the Retreat met its goal of educating them about how to reduce risk factors in a crash. 98% of the students said they had positive experiences interacting with VSP troopers at the Retreat.

YOVASO, with a staff of 4 full-time civilians and 5 part-time contract college students, provides a variety of traffic safety programming, trainings, and resources for all Virginia schools and youth groups. In 2023, 110 schools and youth groups worked with YOVASO to provide traffic safety programs for students. In fulfilling its peer-to-peer mission, YOVASO traffic safety clubs reported over 5,000 active student members. 80 new student were trained as peer safe driving advocates and 9 new schools/youth groups joined YOVASO in 2023. School and youth group programs and interactive events reached over 86,700 students. In addition, teen safe driving messaging on social media had over 500,000 Impressions and ads on TikTok had over 4 million impressions.

OUR STAFF



Mary King
Program Administrator



Casey Taylor
Program Development
Coordinator



Kendall Lythgoe
Education and Strategic
Planning Coordinator



Molly Jackson
Marketing/Training
Coordinator

BUREAU OF ADMINISTRATIVE & SUPPORT SERVICES (BASS)

»» Provides vital professional support and technical expertise to not only VSP, but also to local, state and federal law enforcement agencies, the state judicial system and the general public. Its role is essential to the successful continuity of a multitude of support services throughout the Department's divisions and offices. BASS is the Department's most populated bureau and is predominantly staffed by civilian personnel.

BASS is comprised of the Communications Division, Criminal Justice Information Services Division, Human Resources Division, Information Technology Division, Property and Finance Division and Training Division.

COMMUNICATIONS DIVISION (BASS)

The Communications Division maintains and supports the Virginia State Police (VSP) and the 21 User Agencies Requirements Committee (UARC) of the Statewide Agencies Radio System (STARS) with all land mobile and microwave radio systems. The Communications Division also manages wireline and wireless telephone services, in-car speed enforcement, and camera equipment. The STARS radio network is a Project 25 (P25) Phase 2 public safety grade wireless communications system monitored by the Network Operations Center (NOC) 24 hours a day, seven days a week, with a primary focus on monitoring the health of the STARS and VSP networks. The NOC serves as the single point of contact for problem reporting for all 22 local, state, and federal agencies. Additionally, the NOC provides Virginia Criminal Information Network (VCIN) helpdesk support.



Tower and Generator Technicians travel statewide and oversee the service, maintenance, inspections, and repairs for the 105 communication tower sites and 114 generators to ensure statewide communications remain operational. The seven field radio shops provide support to respond, troubleshoot, and restore statewide communications services on a 24-hour basis for an Integrated Voice and Data Network serving 22 State Agencies including the Virginia State Police. They are also responsible for installing, removing, and servicing equipment located in remote fixed sites and various types of mobile subscriber configurations for each of the agencies participating in the Statewide Radio System. Equipment Repair Technicians conduct "cradle-to-grave" workflow processing annually for approximately 1,220 VSP and UARC vehicles. Activities include placing new vehicle orders, coordinating with DMV, installing radios, emergency lighting, in-car cameras, and other equipment, performing repairs, vehicle calibrations, and state inspections, removing equipment, decommissioning, and preparing end-of-life vehicles for auction.

To assist VSP and other public safety agencies in accomplishing their missions, a well-trained staff of engineers, technicians, and support must be available with access to parts, test equipment, vehicles, and training. Outsourcing these responsibilities to commercial services does not provide the required level of network knowledge and is not available on a cost-effective 24/7 basis (if at all). There are no other practicable approaches to maintaining STARS and supporting its users with the required public safety grade of service.

The STARS Subscriber contract was awarded to Motorola Solutions, Inc. on December 29, 2021. A project kickoff began in early 2022 to begin replacement of all mobile, and portable radios, vehicle repeaters, siren and lighting controllers, and associated fixed assets. The mobile radio will be the APX8500 with E5 Control Head; capable of

over-the-air programming and re-keying encryption, all talkgroups will be encrypted, GPS location to CAD, and up to 100 watts, up from the current 60 watts. Installation facilities were set up in the summer of 2022 in all seven field Divisions to reduce installation time for personnel.

The Communications Division designs, installs, operates, and maintains VSP:

- Land Mobile Radio (LMR) Network
- Patrol-Vehicle Mobile Data Terminals (MDT)
- Microwave Radio Network
- Telephone Network
- 1,736 RADAR and 652 LIDAR Speed-Determination Equipment
- Radio Communications Towers and Emergency Generators
- Vehicle Maintenance and Emergency Equipment Installations

The 105 STARS communications sites include:

- 70 Land Mobile Radio (LMR) Sites
- 35 Microwave-only Sites
- 74+ Consolette Radios
- 281+ Control Stations
- 100+ COMLINC / RIOS Sites
- 8 Tunnel Complexes
- 23 Dispatch Centers
- 58+ VSP Area Offices

The Communications Division ensures all VSP-related communications systems and networks are FCC, FAA, and EPA compliant. The Engineering section actively participates in the Capital Wireless Interoperability Network (CAPWIN), Statewide Interoperability Executive Committee (SIEC), FEMA Region 3 Communications Workgroup, APCO Region(s) 20 & 42, and SAFECOM.

RADIO/RADAR SHOPS

The Communications Technicians are assigned to the radio shops throughout all seven divisions and the Virginia State Police Administrative Headquarters. They provide maintenance of all public safety communications equipment for the State Police and the 21 UARC STARS Agencies, including but not limited to radio transmitter sites, boats, speed detection devices, mobile and portable radios, mobile data terminals, and in-car video systems.



Communications Technicians are also responsible for verifying the operational readiness of the electronic equipment in all newly outfitted vehicles. Communications also performed equipment operational checks of radio installations in re-issued vehicles for VSP and 21 UARC Agencies, including addressing drive-up repair issues. The shops located at SPHQ perform preventative maintenance and repairs on communications equipment, including mobile & portable radios, digital vehicle repeaters, and VDOT Mobile radios, and checks/prepares equipment for the Installation Facility and Field Radio Shops, providing materials and technical support to Field Radio Shops and assists with asset management for new equipment, as well as surplus of old equipment. The Mobile Radio Shop also prepares communications equipment for special events.

TOWER AND GENERATOR SHOPS

The Tower and Generator Technicians serve statewide to keep all communications operational. There are two tower crews; one in Richmond and the other in Salem - who are tasked with maintaining & inspecting all antenna structures annually, installing land mobile and microwave antennas, and maintaining and repairing tower lighting systems. They are also responsible for maintaining and repairing all emergency generators to support continued operations due to power outages. The technicians operate year-round in all types of weather.

FIELD INSTALLATION TEAM

The Field Installation Team are responsible for the installation of Microwave Radios, STARS LMR Radios, STARS Remote Site supporting infrastructure such as alarm monitoring, HVAC controls, patch panels, "last mile" fiber and copper connections, emergency lighting and exterior security lighting around remote tower shelters.

MASTER SITES

Site Engineers audit the STARS network servers and databases to ensure optimal efficiency. Engineers work from the two main sites: Western and Central Virginia. Engineers provide technical assistance, maintain the network, and are available around the clock. Additionally, engineers audit, evaluate and test all new hardware and software.

COMMONWEALTH LINK TO INTEROPERABLE COMMUNICATIONS (COMLINC)

Interconnects the disparate radio systems of federal, state, and local agencies throughout Virginia through a combination of interconnected regional networks and gateways. Technicians provide guidance with interoperability projects and implementation, technical support, and training. COMLINC currently serves 100+ systems supporting localities, universities, state and federal agencies, and mobile command posts.

VEHICLE FLEET MANAGEMENT

Consists of the Installation Facility and the Fleet Services Garage, which support and equip all VSP fleet vehicles and various vehicles for the STARS-supported state agencies. This includes the Installation Facility, which is responsible for taking a “barebones” vehicle from the manufacturer and building an operational public safety vehicle. The Fleet Services Garage maintains the quality control and routine maintenance of each vehicle that enters the facility. The garage also conducts speedometer calibrations, provides towing and transport services, decommissions surplus vehicles and prepares them for auction, completes preventive maintenance for executive staff vehicles, and handles Department vehicle warranties, titling, and recalls.

NETWORK OPERATIONS CENTER (NOC)

The Network Operations Center (NOC) is staffed 24 hours a day, 7 days a week and its main focus is to monitor, configure, maintain and update the STARS radio network. They monitor for network alarms and system outages and, in the event of problem areas, deploy the necessary resources to achieve the highest level of reliability possible. In addition, they serve as the single point of contact for problem reporting from all 21 state, local and federal agencies. The NOC opens work orders for issues that involve radios, network, MDT's, iPhones, password resets and VSP application alerts. Additionally, the NOC works with the Virginia Criminal Information Network (VCIN) to include monitoring the message queues, provide VCIN terminal assistance to statewide users, complete vehicle fatality reports, monitor the Missing Children Hotline and broadcast statewide administrative messages. In 2023, the NOC team managed 8,644 work orders.



ASSET MANAGEMENT TEAM

The Asset Management Team serves as the designated administrator for AIMS. The team's responsibilities involve asset tagging for specific items utilized by the Communications Division, in-car radio equipment and fixed site infrastructure assets used by the UARC personnel, and inventory decommission and surplus. They perform an annual audit of all STARS assets assigned to UARC agencies and conducts User Acceptance Testing (UAT) of the property management system, requests new enhancements and verifies the usability of the property management system Sunflower/AIMS. The team also provides technical assistance to all users.

MOBILE DEVICE

The Mobile Device Team manages the Department's cellular phones, tablets, and Mi-Fi devices by completing work orders for procurement of new and upgraded devices, service disconnects, and any additional feature requests that may come in on a daily basis. The Mobile Device Team utilizes the Mobile Device Management (MDM) technology, which enables the Mobile Device Team to monitor, manage and secure each mobile device and maintains the database of users and privileges, performing password resets, device wiping, location services and adding or removing users. The Mobile Device Team works with both sworn and non-sworn personnel to interface cellular devices with applications and equipment, answer and provide troubleshooting assistance to all individuals requiring cellular device assistance and information, as well as maintain an effective working relationship with Virginia Information Technologies Agency (VITA) and contracted vendors. This team issued 778 mobile devices in 2023.



INFORMATION TECHNOLOGY DIVISION (BASS)

The IT Division provides and supports secure, reliable, effective, and efficient computing environments and systems in support of the Department's strategic objectives by managing the ever-evolving environments of the Department's unique and diversified digital, and computer assets. IT, which is divided into an Applications Section, an Engineering Section, and a Virginia Information Technologies Agency (VITA) Services Section provides the Department a unified management of existing and future IT projects, and infrastructure.

IT is also responsible for the implementation and maintenance of the Activity Time Reporting System (ATRS), Law Enforcement Activity Management System (LEAMS), Mental Health System (MHS), Non-Resident Concealed Handgun Permit System (NCHP) and VSPNET (infrastructure providing state-wide network for VCIN and Livescan).

CENTRAL CRIMINAL HISTORY (CCH)

This application is accessed extensively by the criminal justice community to determine an offender's identification and his/her prior criminal record. This system is the sole repository for Virginia's arrests and court dispositions and is relied upon by the entire criminal justice community (law enforcement, courts, Commonwealth attorneys, jails, etc.) for accurate offender information. The CCH System records are based on fingerprint submissions from law enforcement, which ensure the accuracy of the records.

CONSOLIDATED APPLICANT TRACKING SYSTEM (CATS)

This application processes and tracks all requests for background checks for businesses, schools, adoption agencies, adult care, apartment complexes, and others through a web interface.

DATA WAREHOUSE

This application continues to provide up to date, accurate reporting for several Divisions in the agency. Work continues to expand the warehouse's physical footprint and to add more transactional data from other production systems.

E-BILLING PROJECT

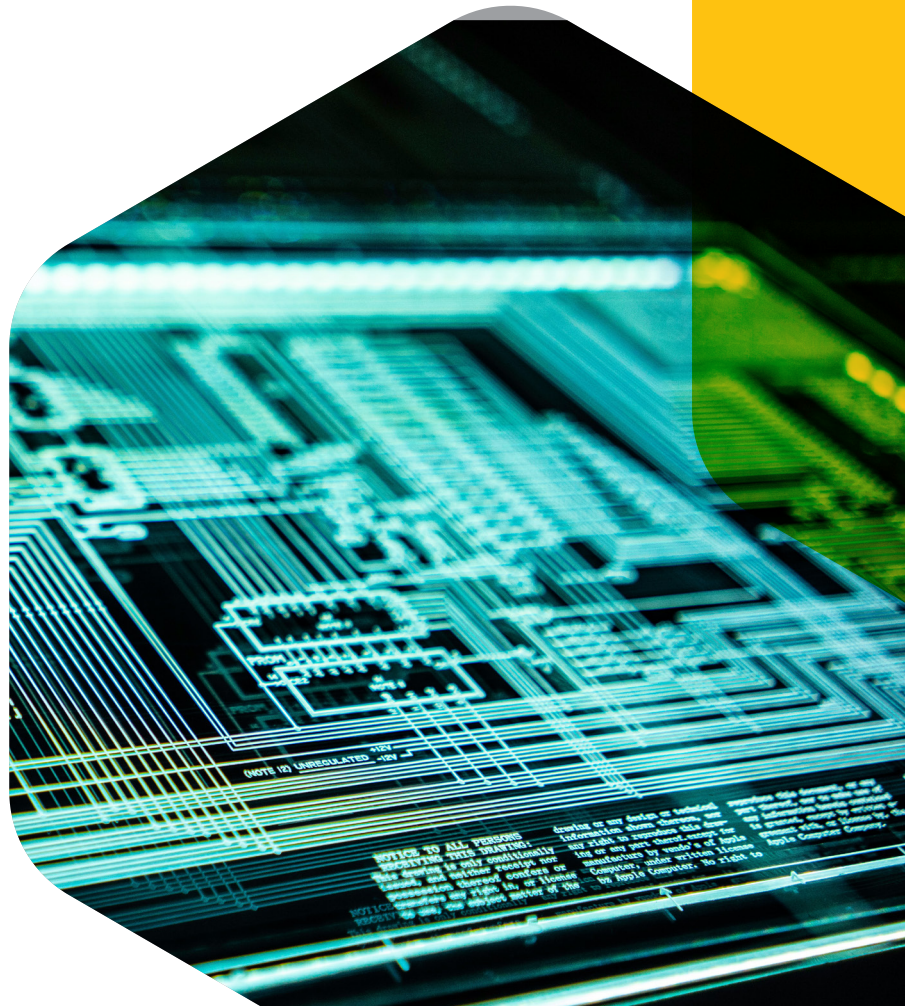
This application is actually the implementation of Oracle's eBusiness Suite Accounts Receivable module. Phase I has gone into production, moving the Property and Finance Division into the new application. Phases II and III went live in the fourth quarter of 2021, migrating invoicing and payment processing responsibilities from the Firearms Transaction Center, the Safety Division, and the Civil and Applicant Records Exchange Team to the Property and Finance Division.

FIREARMS TRANSACTION CENTER (FTC) SYSTEM V-CHECK II

VCheck II will complete the re-platforming of the application in preparation for migration to the Commonwealth's new cloud platform, as well as integration with the Agency's new Accounts Receivable/Billing and On-line Payments system.

INFRASTRUCTURE ENGINEERING SECTION

The engineering section supports various types of infrastructure service requests supporting mission-critical applications, databases, and systems through projects, routine system maintenance and requested activities from within and outside the agency.



CRIMINAL JUSTICE INFORMATION SERVICES (BASS)

The Criminal Justice Information Services Division collects, stores, and retrieves critical law enforcement data for use by local, state, and federal criminal justice agencies, noncriminal justice government agencies, private employers and firearms dealers operating in compliance with state and federal law and policies.

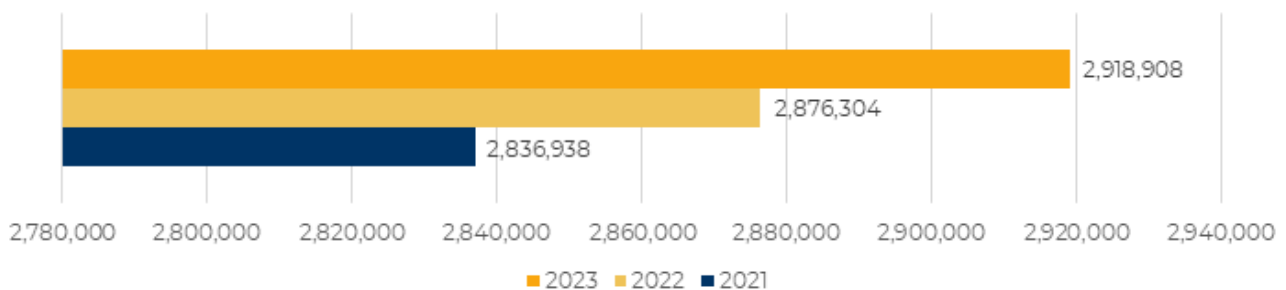


BIOMETRIC RECORDS SECTION (BRS)

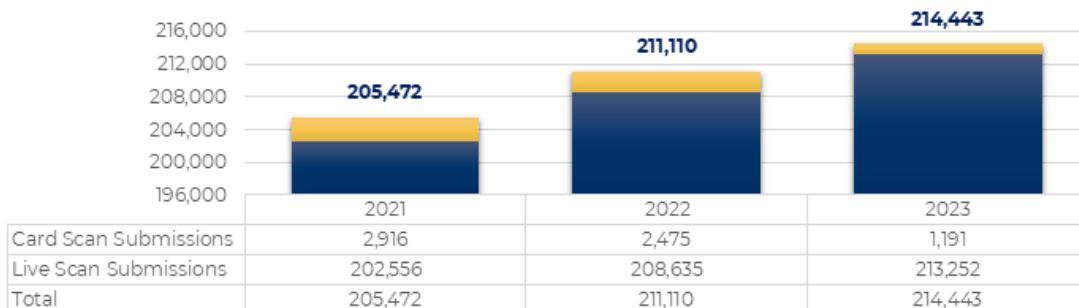
Searches and stores rolled fingerprints and palm prints from criminal arrests, convicted sex offenders and partial latent fingerprints recovered from crime scenes across the Commonwealth. VSP and 19 other state and local law enforcement agencies have Automated Fingerprint Identification System (AFIS) access through terminals located at the respective agencies. The Integra-ID database receives Live Scan fingerprint transmissions and provides automated interfaces to combined criminal history systems, Consolidated Applicant Tracking System (CATS), and AFIS for the purpose of criminal history record searches or latent fingerprint matches.

BRS (AFIS) SYSTEM ACTIVITY

Total Unique Offender Fingerprints Stored



Criminal Arrest Records Processed



CENTRAL CRIMINAL RECORDS EXCHANGE (CCRE)

Established more than 50 years ago, the CCRE is nationally recognized as a leader in maintaining a comprehensive criminal record database, including the development of state-of-the-art programs to deliver the most complete and accurate criminal records information and automated support programs. CCRE conducts criminal record searches, depending on an agency's, law enforcement officer's or individual's need or as mandated by state law.

CENTRAL CRIMINAL RECORDS EXCHANGE ACTIVITY	2021	2022	2023
Notification Of Suspected Alien Reporting Forms Received	3	6	10
Civil Restoration Notifications Processed	942	696	963
Citizen Challenges To Existence/Accuracy of Criminal History Records	93	96	120
Legal Name Change Court Orders Processed	13,851	15,773	11,059
Adult & Juvenile Criminal Justice Applicant & National Institute Of Standards & Technology (NIST) Cards Processed	16,414	16,137	21,598
Virginia Supreme Court/VSP Disposition Interface Records Successfully Transmitted	358,790	351,872	384,775
Virginia Correctional Status Information (CSI) Interface Offender Commitments On File	235,253	238,588	242,302
Photo Lab Prints Generated From Criminal & Traffic Crash Investigations	159,728	117,821	174,163
Firearm Restorations Processed*	2,728	2,514	1,893

*Data unknown or overreported due to the VCIN server failure.

EXPUNGEMENT SECTION

Tasked with processing petitions for expungement and court-ordered expungements of criminal history information. In 2022, the section received 4,127 petitions and court orders. The section also completes quarterly Interstate Identification Index (III) audits and processing criminal record challenge requests.

	2021	2022	2023
Received Petitions And Court Orders	4,036	4,127	4,868

CIVIL & APPLICANT RECORDS EXCHANGE (CARE)

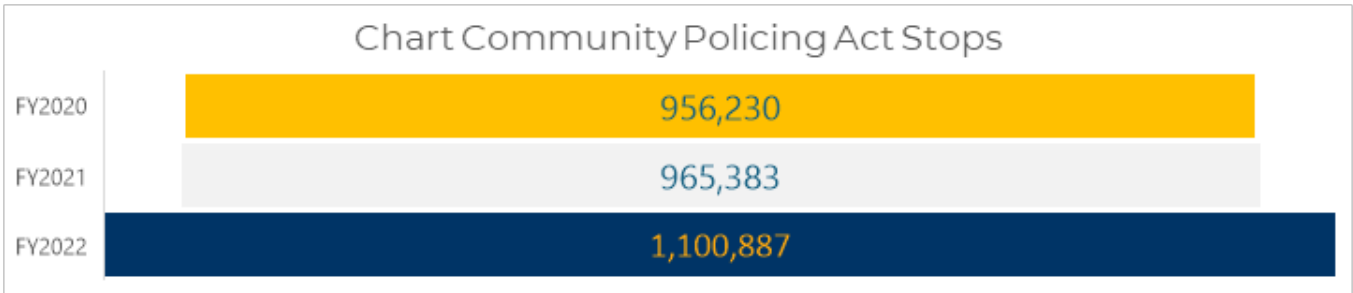
Responsible for researching, evaluating, and disseminating criminal record requests. This section processes over 550,000 name and fingerprint-based criminal record check requests annually, for emergency child placement, child placement, adoptions, judicial appointments, employment, international travel visas, and immigration. CARE provides a measure of safety and security for the citizens of the Commonwealth when determining who should be allowed positions of public trust or access to vulnerable populations such as children, the elderly, and the disabled.

CIVIL & APPLICANT RECORD EXCHANGE (CARE) CRIMINAL HISTORY CHECKS PROCESSED	2021	2022	2023
Fingerprint Based	263,981	286,926	314,019
Name Based	234,743	236,346	238,794

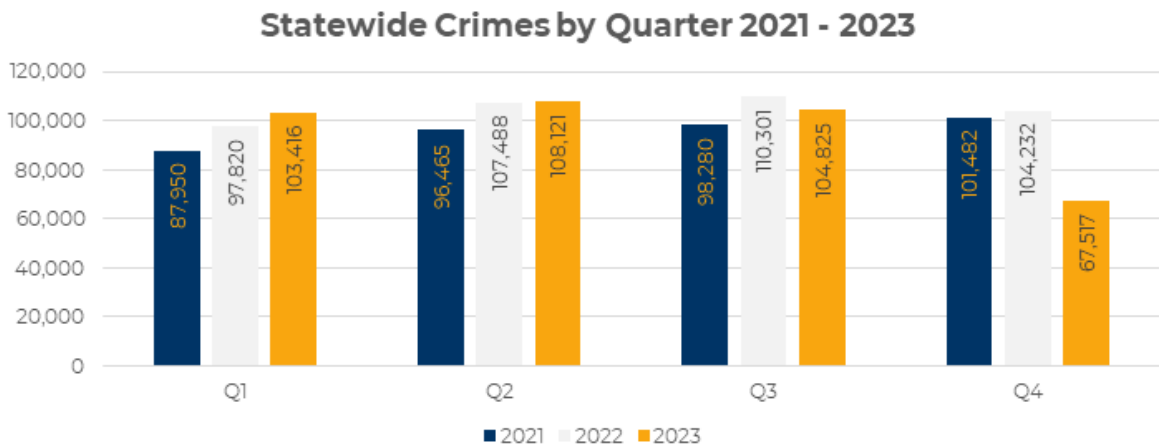
DATA ANALYSIS & REPORTING TEAM (DART)

DART captures crime and law enforcement related data through multiple collections. Those collections include Community Policing Act, Incident-Based Reporting, Use of Force-Officer Involved Shooting, and Photo Speed Monitoring data. The Data Analysis and Reporting Team (DART) of the Virginia Department of State Police is responsible for the collection of multiple data collections concerning crime and law enforcement within the Commonwealth of Virginia.

During 2023, over 329,000 Group A criminal incidents were reported, capturing over 380,000 crimes. Group B arrests include counts of arrests for lower offenses such as trespassing or disorderly conduct. In 2023, over 190,000 arrests were collected. Crime data is as of January 5, 2024. During fiscal year 2023, over 1.1 million stops were collected as required by the Community Policing Act.



Stops based on fiscal year.



Only partial data is shown for 2023.

FIREARMS TRANSACTION CENTER (FTC)

The first of its type in the nation when established in 1989, the FTC has been cited as an exemplary program and used as a model for other states. The FTC provides Virginia-based Federal Firearms Licensed (FFL) dealers with instantaneous confirmation of a prospective purchaser's eligibility to purchase a firearm. All appropriate state databases and the National Instant Background Check System (NICS) are accessed as part of the point-of-sale criminal history record information check approval process for purchase of all firearms, except antiques and curios. FTC transactions are accomplished through VCheck, an Internet-based instant background check program. In 2020, approximately 96% of all statewide transactions were processed through V-Check.

FTC ACTIVITY

FFL TRANSACTIONS	2021	2022	2023
Requested & Processed	613,311	539,970	515,452
Denied Transactions	8,761	6,574	5,950
Wanted Individuals Identified (Extraditable)	301	225	228
Criminal Investigations of False Statements on Firearms Consent Form (VCheck)	3,591	2,763	2,230
ID Numbers Issued to FFL Dealers/Sellers	21,602	2,880	2,579

Note: 2022 forward shows active sellers by exempt or nonexempt status

CONCEALED HANDGUN PERMITS ISSUED & REVOKED	2021		2022		2023	
	Issued	Revoked	Issued	Revoked	Issued	Revoked
Resident, By Virginia Circuit Courts	780,003	942	769,094	729	679,746	863
Non-Resident Concealed, By VSP	12,954	49	2,872	19	3,065	16

FIREARMS & SEX OFFENDER INVESTIGATIVE UNIT (FSOIU)

Conducts on-site verifications of all residential and employer addresses of registered, convicted sex offenders. The FSOIU, which is composed of troopers and civilian compliance officers, conducts criminal investigations related to offenders who fail to comply with SOR registration requirements. Through the Sex Offender Verification System (SOV), the FSOIU works closely with local law enforcement, the U.S. Marshals Service, and the Virginia Department of Corrections (VDOC) Probation and Parole.

	2021	2022	2023
Total SOR Offenders Under FSOIU Supervision	12,326	12,926	13,331
Citizen Tips Received On Potential SOR Violators	4,036	4,127	4,868
Total FSOIU Address Verifications (Home, Work & School)	37,754	41,004	41,161

FSOIU INVESTIGATIONS	2021		2022		2023	
	Initiated	Arrested	Initiated	Arrested	Initiated	Arrested
Firearms	1,059	524	1,440	821	1,328	822
Sex Offenders	2,227	529	3,321	771	2,584	765

SEX OFFENDER AND CRIMES AGAINST MINORS REGISTRY (SOR)

	2021	2022	2023
Total Convicted Sex Offenders Listed On SOR	25,131	25,551	26,161

Search

This registry is made available through the Internet with the intent to better assist the public in preventing and protecting against the commission of future criminal sexual acts by convicted sex offenders.

Search the Registry ?

FILL IN ONE OR MORE FIELDS

Search

Search Filter

First Name Last Name or Registration #

Street Address

City County/Independent City

ZIP Code

Include Contiguous ZIP Codes

Search **Reset**

See a Neighborhood Map ?

FILL IN ONE OR MORE FIELDS

Street Address

City ZIP Code

Radius

County/Independent City

Search **Reset**

School Listings

Go

Other Listings

- All Incarcerated Offenders
- All Civilly Committed Offenders
- All Homeless Offenders
- Supplemental Registry

VIRGINIA CRIMINAL INFORMATION NETWORK (VCIN)

VCIN is the Virginia extension of the National Crime Information Center (NCIC), serving 667 local, state, and federal member agencies. VCIN/NCIC store information relating to wanted persons, missing persons, protective orders, and stolen vehicles. Warrants and protective orders issued by Virginia magistrates are automatically entered into VCIN/NCIC via the Supreme Court of Virginia e-Magistrate Interface.

VCIN ACTIVITY	2021	2022	2023
Warrants Entered	164,708	171,864	180,862
Stolen Vehicles Entered	12,883	14,924	14,978
E-Magistrate Interface Records Entered	241,657	Unknown*	Unknown*
VA DMV Images Processed Per Year	3,643,452	3,337,336*	4,931,756

*Data unknown or overreported due to the VCIN server failure.

PROTECTIVE ORDER TRANSACTIONS	2021	2022	2023
Orders of Protection	16,667	17,861	18,074
Preliminary Protective Order	24,457	26,253	28,543
Emergency Protective Order	57,821	56,815	59,172

CLEARINGHOUSE ENTRIES	2021	2022	2023
VA Missing Children	3,415	4,194	6,109
VA Missing Persons	1,269	1,658	2,330

VIRGINIA ALERT ACTIVATION	2021		2022		2023	
	Activation	Recovery	Activation	Recovery	Activation	Recovery
AMBER Alert	8	8	3	3	6	6
Endangered Child Alert	2	2	2	2	9	9
Senior Alert	43	36	32	25	42	42
Critically Missing Adult	N/A	N/A	6	3	30	27
Missing Person w/ Autism	0	0	1	1	3	3

MENTAL HEALTH FILES	2021	2022	2023
Files Maintained	381,718	402,550	423,175
Files Added in Calendar Year	22,398	20,832	20,625

SUBPOENAS PROCESSED	2021	2022	2023
	4,196	3,932	4,331

RISK ORDERS	2021	2022	2023
Substantial Risk Orders	101	133	163
Temporary Risk Orders	140	219	290

TOTAL MESSAGES PROCESSED BY VCIN	2021	2022	2023
	448,909,278	473,186,997	528,670,701

HUMAN RESOURCES DIVISION (BASS)

The Human Resources Division provides effective human resource management with continued emphasis on attracting and employing qualified personnel, as well as diversifying the Department's workforce so as to better reflect the population of the Commonwealth.

Total Authorized VSP sworn & civilian positions - 2023

3,090



2,189

Law Enforcement (Sworn)

494

Administrative & Support services (Civilian)

409

IT Systems, telecommunications & Records Management (Civilian)

62

Total Department Retirements as of 12/31/2023

439

Total Department Vacancies as of 12/31/2023

3,866

Civilian Applications Received

1,453

Troopers Applications Received



“OUR GREATEST STRENGTH IS OUR PEOPLE—BOTH CIVILIAN AND SWORN. BY INVESTING IN THEIR GROWTH, WELL-BEING, AND LEADERSHIP, WE BUILD A RESILIENT, UNIFIED FORCE DEDICATED TO PUBLIC SERVICE AND COMMUNITY.”

BENEFITS PROCESSED & MANAGED	2023
Family & Medical Leave Act (FMLA) Request	72
Virginia Sickness & Disability Program (VSDP) Claims	192
Compensation Claims	357

VIRGINIA LINE-OF-DUTY DEATH INVESTIGATIONS	20
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HUMAN RESOURCES DIVISION IS ALSO COMPOSED OF THE FOLLOWING UNITS & PROGRAMS

- Classification, Compensation, Transaction and Records Section
- Volunteer Program
- Chaplaincy Program
- Critical Incident Stress Management (CISM) Program
- Employment Section
- Benefits Section
- Workplace Safety Program
- Medial Services Section

BACKGROUND INVESTIGATION UNIT

Conducts Pre-Employment Background Investigations for the Office of the Governor, Virginia Commonwealth University, Virginia Department of Corrections, Virginia Department of Criminal Justice Services, Virginia Department of Forensic Science, Virginia Division of Capitol Police, Virginia Lottery, Virginia Office of the Inspector General, and Virginia State Police.

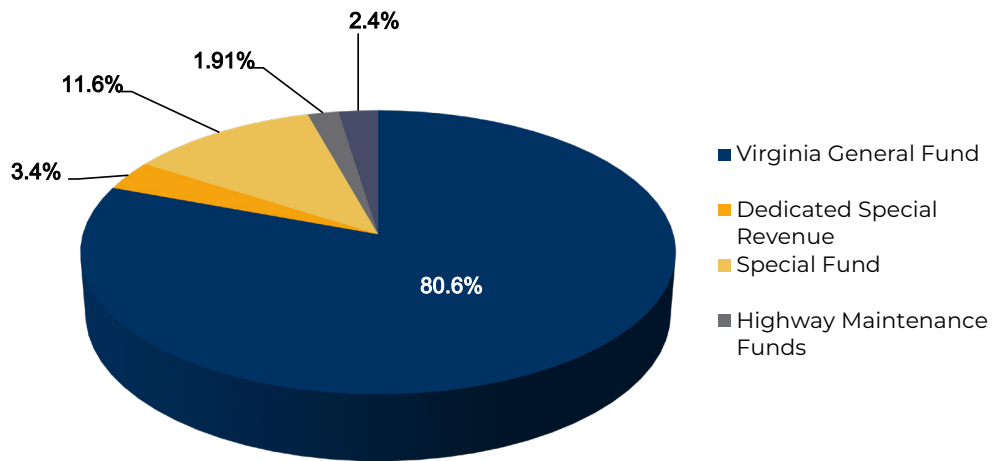
SWORN POSITIONS	2023
New Hires	129
Re-Hires	8
Promotions	77
Transfers	56
Demotions	2
Career Progression	252

SWORN POSITIONS	2023
Total Advertised	310
New Hires	115
Promotions	30
Transfers	36
Demotions	2

PROPERTY AND FINANCE DIVISION (BASS)

The Property and Finance Division oversees a comprehensive range of the Department’s total financial functions, fiscal duties and property management.

FUNDING SOURCES: \$481.6 MILLION FY 2023 TOTAL BUDGET



***Special Revenue**

- Motor Vehicle Safety Inspection Program (Code of VA 46.2-1168)
- Cafeteria Food Service
- State Corporation Commission/Help Eliminate Theft Program (H.E.A.T.)/Insurance Fraud Unit (IFU)
- Sex Offender and Crimes Against Minors Registry
- Sales of Surplus Property
- Asset Forfeiture

VIRGINIA STATE POLICE BUDGET	2023
Information Technology Systems, Telecommunications & Records Management	99,733,179
Law Enforcement & Highway Safety Services	347,672,543
Administrative & Support Services	342,23,743

TRAINING DIVISION (BASS)

Recognized nationwide for its exemplary training standards, instructional curriculum, and cadre of expert, certified instructors.

The Training Division is comprised of two primary facilities, the Academy located in North Chesterfield and the Driver Training Complex (DTC), which includes the Driver Training Unit and Tactical Operations Unit, in Blackstone. The Training Division also maintains a satellite canine training center located at the Abingdon Regional Jail in Washington County.

62 TOTAL NEW TROOPERS GRADUATED IN 2023

VSP began the year with the graduation of 31 men and women from the 137th Basic Session. They graduated the Academy on January 27, 2023. The graduates were from every corner of the Commonwealth, as well as Alabama, California, Connecticut, Florida, New Jersey, New York and the countries of the Dominican Republic and Egypt.

On September 15, 2023, VSP graduated the 139th Basic Session and welcomed 31 new Troopers to its ranks. While a majority of the graduates are Virginia natives, the class also included natives of Arkansas, New York, Florida, Ohio, Tennessee, Pennsylvania, and the countries of Dominican Republic, Haiti, and Saipan.

In 2023, Special Agent and Supervisor In-Service was conducted in-person. The training included legal issues, cultural diversity, firearms, driving, and defensive tactics.

In 2023, sponsored by the American Legion, a week-long training curriculum for rising Virginia high school seniors was hosted at the Department's Academy facilities. Students experienced a life similar to a trooper-in-training, which included daily room inspections. They also received instruction by troopers, which included topics such as crime scene investigations, officer survival, defensive tactics, firearms, safety, and driver improvement.

DRIVER TRAINING UNIT

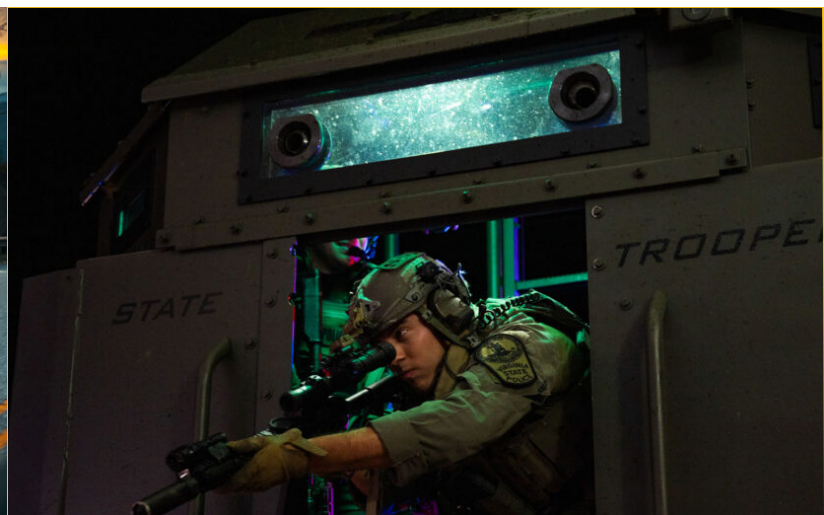
- Precision Driving
- Urban Driving
- High Speed Driving
- Pursuit Intervention Technique
- Motorcycle Operations
- Speed Measurement
- CPR / First Aid / AED
- Trauma Kit Training

TACTICAL OPERATIONS UNIT (TOU)

- Officer Survival
- ALERRT (Advanced Law Enforcement Rapid Response Training)
- Tactical Team / Tactical Field Force
- Sniper Training / Firearms Training

VIRGINIA LEARNING CENTER (VLC) HELD THE FOLLOWING THROUGH THE VLC AND INCLUDED THE FOLLOWING COURSES

- Coronavirus: What You Need to Know
- Animal Cruelty Training
- Cyber Security Training
- Staff and Leadership Employee Development Program
- Mental Illness and Disability Training
- Bloodborne Pathogens Annual Training
- Special Agent In-Service
- Selected Acts Training
- Special Session Selected Acts Training
- Sworn Supervisor In-Service



TROOPER/CVEO IN-SERVICE INCLUDED THE FOLLOWING COURSES

- Naloxone (NARCAN Save)
- Breaching Tool
- Cultural Diversity
- Occupational Health
- Legal Updates
- Safety Division
- Driving
- Crash Investigation
- Defensive Tactics
- Mental Wellness
- Medical Go Bag
- Firearms

DISPATCHERS

A 50-hour Basic Dispatcher Course was conducted for new VSP dispatchers. This course provided training in areas such as Civil Liability, Emergency Protective Orders, Ethics/Leadership, Crisis Communication vs Conflict Communication, Wellness and Residency, Police Pursuits, Active Shooter, and Cultural Diversity.

CANINE TRAINING

The Canine Training Section, in addition to required monthly in-service training, conducts basic canine instructor and handler schools for four disciplines. Basic canine school consists of 13-weeks and 520 hours of instruction and practical exercises in the following disciplines:

- Explosive/Weapons Detection Canine Teams
- Narcotic Detection Canine Teams
- Patrol Canine Teams
- Bloodhound Canine Team



UNIVERSITY OF VIRGINIA NATIONAL CRIMINAL JUSTICE COMMAND COLLEGE (NCJCC)

The 16th NCJCC session graduated 25 supervisors on September 21, 2023. This 10-week course, hosted in partnership with the University of Virginia, is an integrated, cutting-edge approach to criminal justice education through a framework of leadership and collaboration for local and state law enforcement supervisors.

RECRUITMENT UNIT

The unit is staffed by a first sergeant, sergeant and seven troopers, the mission of the Recruitment Unit is to recruit and retain individuals who represent the population our agency serves and are fair, professional and possess a high degree of integrity and a commitment to public service. The Recruitment Unit strives to identify and recruit the most qualified candidates for employment, with emphasis on maintaining diversity within the work force of the Virginia Department of State Police.

In 2023, the unit recruiters conducted 10 applicant testing sessions, and participated in 207 recruitment/career fair events. Recruiters contacted 4,016 prospective Trooper candidates, with 2,738 of those contacts generated by individuals accessing the VSP recruitment website.

The following is a breakdown of contacts by gender in 2023:

- Male = 2,188 / 54%
- Female = 381 / 9%
- Not Specified = 1,447 / 36%



The following is a breakdown of contacts by race in 2023:

- White = 1,285 / 32%
- Black = 556 / 14%
- Hispanic = 221 / 6%
- Asian = 94 / 2%
- American Indian or Alaska Native = 14 / .35%
- Native Hawaiian or Pacific Islander = 7 / .17%
- Two or More Races = 97 / 2%
- Not Specified = 1742 / 43%

BREAKDOWN OF 2023 TROOPER APPLICANT PROCESS

2023

Total Trooper Applications Received in CY2023	1,567
Invitations Sent to Applicants to Attend Phase I Testing	704
Invited Applicants Who Appear for Phase I Testing	N/C
Applicants Who Took Phase I Written Test	N/C
Applicants Who Passed Phase I Written Test	461
Applicants Who Proceed to Phase II Polygraph Examination	245
Applicants Who Proceed to Phase II Background Investigation	168
Applicants Who Proceed to Phase III Medical & Psychological Evaluations	128
Final Applicants Offered Employment as Trooper	124



BUREAU STRATEGIC GOVERNANCE (BSG)

»» The Bureau of Strategic Governance (BSG) tracks, monitors, secures, and guides the Department's progress toward achieving and sustaining strategic objectives. Its diverse team of professionals provides a number of essential services through their extensive technical and professional expertise. These services range from:

- Fostering inclusivity and diversity through the Chief Diversity Officer;
- Elevating standards of excellence and accountability through the Professional Standards Division;
- Fostering continuous improvement and strategic outcomes through the Strategic Planning and Research Division;
- Mitigating operational risk through the Internal Audit Section;
- Securing Department information technology applications and infrastructure through the Information Security Office;
- Providing legal guidance and training in support of enforcement and investigative activities through the Office of Legal Affairs;
- Managing open records requests through the FOIA Officer; and
- Engaging with the Administration and General Assembly through the Legislative Liaison program.

PROFESSIONAL STANDARDS DIVISION (BSG)

The Professional Standards Division is responsible for the internal affairs and staff inspections functions within the Department of State Police.



THE INTERNAL AFFAIRS SECTION

Initiates and conducts administrative investigations concerning allegations of misconduct on the part of VSP personnel. The office also investigates complaint referrals reported through the State Employee Fraud, Waste and Abuse Hotline.

Professional Standards Investigations		CY2023
Total Complaints Investigated	220	
	<i>Disposition</i>	
	Not Sustained ¹	10
	Sustained ²	105
Use of Force Investigations	Exonerated / Unfounded Inquiry ³	47
	Pending / Resigned / Retired / Separated ⁴	14
	<i>Origin</i>	
	External/Citizen Complaints	80
	Internal Complaints	140
104	<i>Those Sustained From</i>	
	External/Citizen Complaints	16
	Internal Complaints	72
	<i>Those Sustained Resulting in</i>	
	Formal Discipline	34

[1] Not Sustained: Insufficient facts exist to either prove or disprove allegations.
 [2] Sustained: The facts substantiate the specific allegations made or other misconduct.
 [3] Exonerated: The facts show the employee did not violate policy or law.
 Unfounded Inquiry: The facts in an initial inquiry reveal the alleged actions of the employee are not a violation of policy and/or the complainant recants the alleged improper action(s).
 [4] Pending: The inquiry has not concluded.
 Resigned: The employee resigned prior to the conclusion of the inquiry/investigation.
 Retired: The employee retired prior to the conclusion of the inquiry/investigation
 Separated: The employee was separated prior to the conclusion of the inquiry-/investigation

THE STAFF INSPECTION SECTION

Conducts inspections of all VSP organizational components, ensuring compliance with accreditation standards, regulatory requirements and Department policies and procedures. Six staff inspections were conducted in 2023, including Division 1/ Richmond Field Office, Division 5/Chesapeake Field Office, the Aviation Division, the Criminal Intelligence Division, the Information Technology Division, and the Safety Division. The Staff Inspection Section also manages all agency records retention and destruction, and ensures continuous agency-wide compliance with the applicable standards necessary to remain nationally accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).



CALEA accreditation serves as the foundation for a successful, well-managed, transparent, community focused law enforcement agency, and on Nov. 13, 2020, Virginia State Police was awarded this honor for the tenth time.

The CALEA process involves a voluntary, multi-year self-assessment phase and then a meticulous site-based assessment of community engagements, policy, procedures, equipment and facilities by CALEA assessors. During the four-year review cycle, independent assessors conduct annual remote web-based file reviews and interviews with state police personnel.

Achieving CALEA accreditation benefits include greater accountability within an agency, as accreditation standards provide a proven management system of written directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation. Accredited status increases community advocacy as it embodies the precepts of community-oriented policing. It creates a forum in which police and citizens work together to prevent and control crime. This partnership helps citizens understand the challenges confronting law enforcement and gives law enforcement clear direction about community expectations. Accreditation also aids in improved employee morale as it symbolizes professionalism, excellence and competence among its personnel. It requires written directives and training to inform employees about policies and practices; facilities and equipment to ensure employee safety; and processes to safeguard employee rights. Employees take pride in their agency, knowing it represents the very best in public safety.

INTERNAL AUDIT SECTION

Performs audits and reviews of Department operations for the purpose of monitoring the agency's performance. This section works to maximize the efficiency and effectiveness of Department operations and strengthen internal controls. This section routinely reviews financial data and reporting mechanisms, regulation and policy compliance, asset safeguards, loss detection and prevention, and technology data system security. In October 2023, responsibility for testing compliance with Agency Risk Management and Internal Controls Standards (ARMICS) was transferred from the Internal Audit section to the Property and Finance Division.

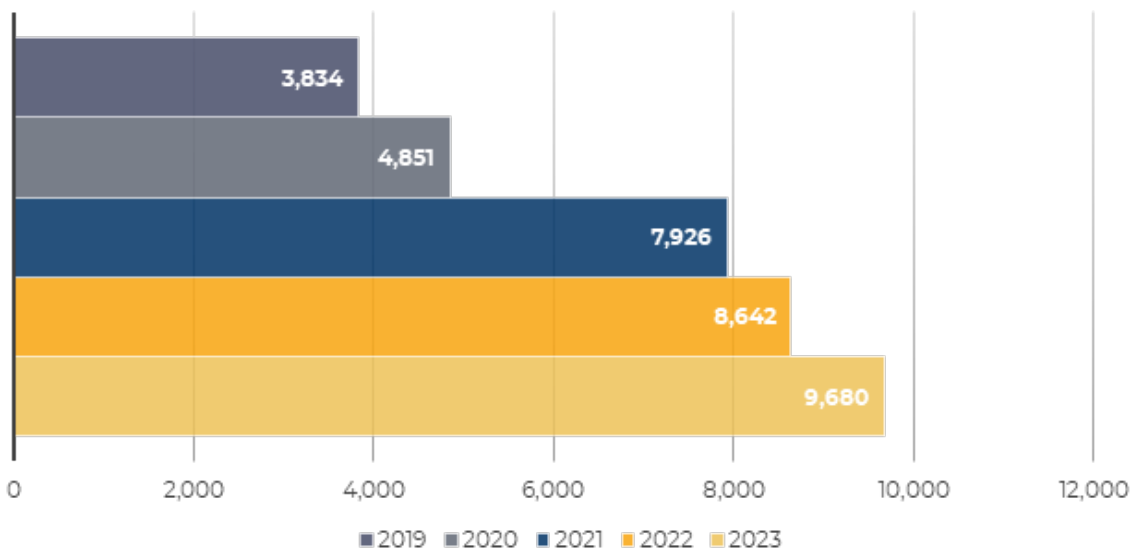
OFFICE OF LEGAL AFFAIRS (OLA)

The Office of Legal Affairs (OLA), provides legal advice and training for the Department of State Police. Headed by a Lieutenant Attorney, the Office includes two sections, general legal and FOIA, both led by a First Sergeant Attorney. The general legal section provides advice to the Superintendent and all of the Bureaus dealing with criminal law and procedure, civil law, procurement, personnel matters, legislation, and regulatory activities. The section serves as the primary liaison with the Office of the Attorney General for all legal matters and provides liaisons and research support to the Department's General Assembly team. The FOIA section administers the Department's Virginia Freedom of Information Act program, the handling of subpoenas for witnesses, the processing of subpoena duces tecum, and responding to discovery requests from both Commonwealth's Attorneys and defense counsel. The FOIA section processed over 9,680 requests in 2023. OLA provides legal instruction to the Department for basic and in-service training as well as regular updates on key changes in the law due to legislation and court cases. The office also prepares and distributes "Case Notes" a quarterly case law newsletter.



OLA staffing currently includes nine full time employees, five wage employees, and one volunteer position. The volunteer position and two wage positions are currently vacant.

2018-2023
VSP Legal Office Requests for Information



INFORMATION SECURITY SECTION

The Information Security team takes pride in protecting data and providing safe, secure technology environment that ensures the Agency can accomplish its mission and strategic goals. The team also provides input into an every-changing information technology portfolio and rapid digital transformation with tools and processes designed to secure the data and systems.

As of December 2023, Information Security team has new leadership with the hiring of a Deputy Information Security Officer (ISO) along with the hiring of the Chief Information Security Officer (CISO) who will start in January 2024. Both individuals will seek to develop and manage the Agency's Information Security Program by developing a security culture in a rapidly changing cyber threat landscape and ensuring continuity of operations for systems.

STRATEGIC PLANNING & RESEARCH DIVISION (SPRD)

SPRD tracks, monitors and guides the Department's progress towards achieving and sustaining agency and state government objectives and strategies.

THE STRATEGIC PLANNING AND RESEARCH SECTION

Supports Department divisions and units through equipment studies, program development, research projects, technology evaluations, staffing formula updates, legislative studies and grant management. The section also responded to 219 requests for information from criminal justice agencies and academic research centers nationwide.

THE GRANT MANAGEMENT SECTION

In 2023, this section administered 14 new grants and maintained 36 existing grants in support of essential Department projects and programs. During the reorganization of the Bureau of Strategic Governance, the Grant Manager position was transferred to the Property and Finance Division.

DOI ENGAGEMENT & OVERSIGHT PROGRAMS

In May 2023, Major Norman E. Gray, Sr., was assigned to the newly established Bureau of Strategic Governance as a Deputy Director and the Department's Diversity, Opportunity, and Inclusion (DOI) Officer. The Major will:

- Oversees VSP DOI programs and initiatives.
- Oversees VSP Strategic Planning.
- Promotes, develops, and maintains DOI efforts.
- Reviews workforce policies, practices, composition, and demographics to ensure an inclusive workforce.
- Represents the agency and serve as a spokesperson on diversity matters with external agencies, public officials, community leaders, and other stakeholders.
- Coordinates and or develops DOI training and education programs to enhance cultural competency of the agency employees.

SUPERINTENDENT'S ENGAGEMENT WORKGROUP (SEW)

In late 2023, the Superintendent established the Superintendent's Engagement Workgroup to better define our path on how best to distinguish ourselves, as an example for recruiting, retention, and sustaining a professional, diverse, and highly skilled workforce. The SEW will increase communication and awareness among VSP employees by evaluating the effects of VSP's policies and decisions on all employees across the organization, identifying opportunities to improve internal and external relations, and serving as a conduit for information. The workgroup agency members, both sworn and civilian, are designated as Agency Liaisons (ALs) who reflect the agency's mission and values. This includes promoting and guiding their division / areas through all Diversity and Inclusion initiatives within the agency.

THE STAFF AND LEADERSHIP EMPLOYEE DEVELOPMENT (SLED) PROGRAM

The Staff & Leadership Employee Development (SLED) Program was created to professional develop our sworn personnel for career advancement. Important SLED goals include encouraging minority participants to apply for leadership positions, develop employee confidence and decision-making skills, inspire critical thinking and collaboration, and prepare employees for supervisory roles. The program is open to all troopers and special agents eligible to compete for promotion. Two cohort sessions are held each year.

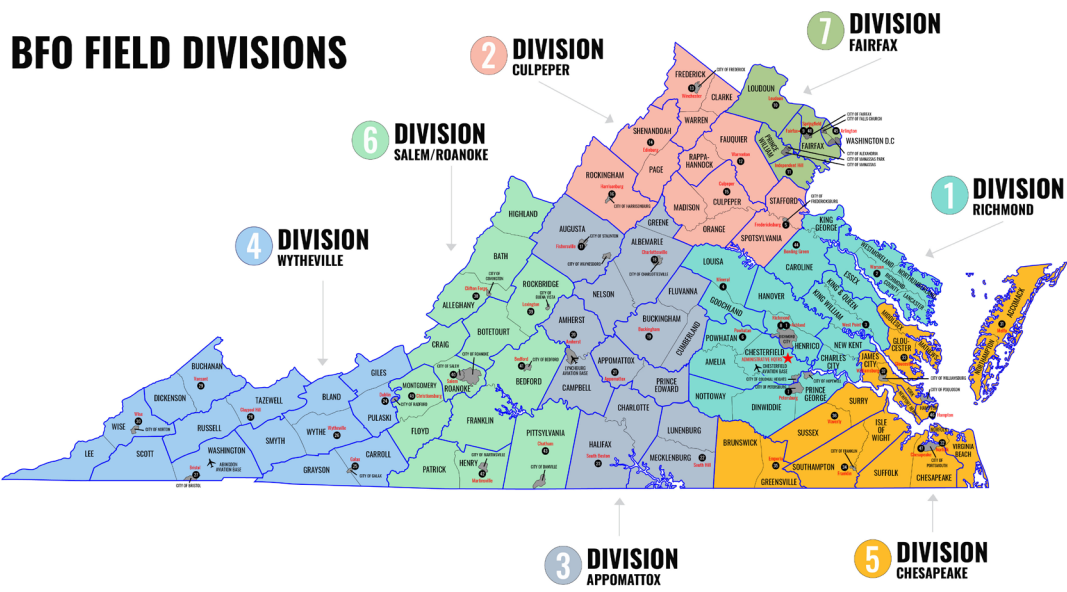
As of December 2023, 154 employees have applied for SLED and 124 employees have been accepted into the SLED program. Twenty-seven are enrolled in the current cohort, and 92 have graduated. Twenty-six SLED applicants have been promoted including five minority and four female employees.



BUREAU OF FIELD OPERATIONS (BFO)

»» BFO provides a full range of law enforcement services (traffic enforcement and criminal investigations) with an emphasis on highway safety. Uniformed BFO personnel patrol more than 74,000 miles of interstate and public highways throughout the commonwealth. The Bureau is divided into seven field divisions, and subdivided into 49 area offices. In addition, BFO includes the Aviation Unit and the Safety Division, which is comprised of the Motor Carrier Safety and Hazardous Materials Transportation Unit and the Motor Vehicle Safety Inspection Program. BFO also provides numerous specialty services, which include Tactical Teams, Search and Recovery Teams, Crash Reconstruction Teams, Canine Teams and the Motorcycle Units.

BFO also includes seven Emergency Dispatch Communications Centers staffed by civilian dispatchers and supervisors who field all calls transferred from local agencies and those coming in through #77.



Statewide 2022 enforcement data for all seven field divisions and the Safety Division:

In 2021, BFO replaced its antiquated data collection system with a new platform within the existing Computer-Aided Dispatch (CAD) system.

	2023
Speeding (Summonses)	76,049
Reckless Driving (Summonses)	46,822
Total Crashes Investigated	69,234
Criminal Arrests	13,789
Disabled/Stranded Motorists Assisted	61,152



As part of BFO's traffic enforcement and safety mission, those assigned to the field divisions participate in, partner with and support numerous local, regional, state and national traffic safety campaigns through effective and aggressive enforcement and education:

- Checkpoint Strikeforce
- "Click It or Ticket" Mobilization Waves
- Drive to Save Lives
- Move Over Law Awareness Month
- Operation Crash Awareness Reduction Effort (C.A.R.E.)

CRIME PREVENTION PROGRAM

Assists state and local law government, private entities, civic groups, schools and the citizens of Virginia with proactively reducing the incidence of crime within local communities, neighborhoods and businesses. Presentation topics focus on personal, traffic and/or workplace safety.



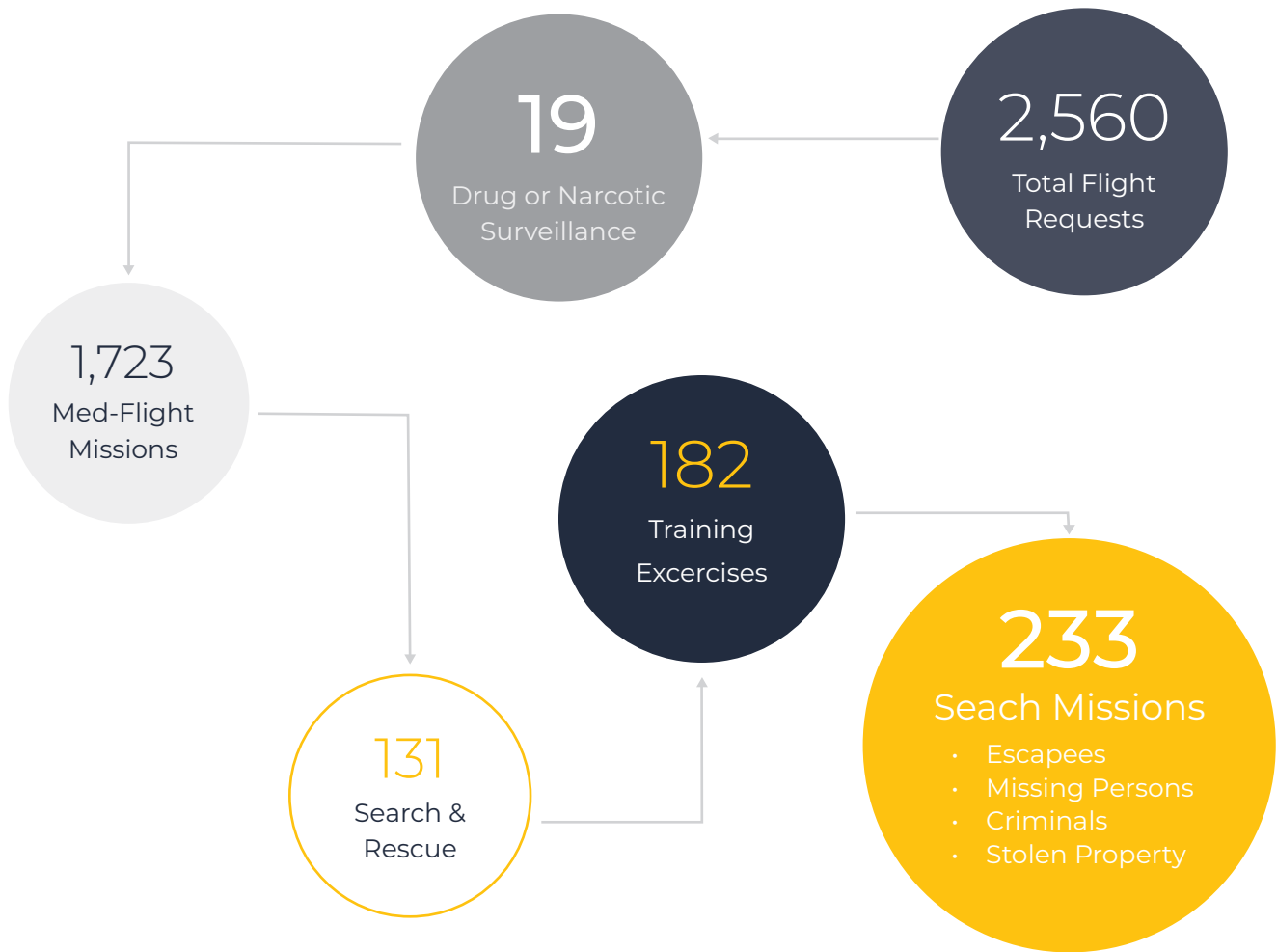
AVIATION DIVISION (BFO)

Effective August 10, 2021, the Aviation Unit was officially established as a Division. The Aviation Division provides aircraft support for search, rescue, law enforcement and medical evacuation missions through three Aviation Bases located in Chesterfield County, City of Lynchburg, and the Town of Abingdon. Established January 1, 1984, the Division's Trooper-Pilots are qualified "Police Pilots," and have commercial pilots' licenses. The Division employs full-time mechanics for its fleet of helicopters and fixed-wing aircraft, and exceeds minimum FAA maintenance requirements.

MED-FLIGHT/MEDEVAC

Operates from the Chesterfield and Abingdon Aviation Bases with operation costs shared with the Virginia Commonwealth University (VCU) Medical Center, Chesterfield County Fire and EMS, and Ballad Health Systems. In 2023, the two Med-Flight programs transported a total 762 patients.





SPECIAL OPERATIONS (BFO)

Effective December 10, 2021, a Special Operations Division was established within BFO to streamline and manage the Department's specialty assets. The primary mission of the Division is to preserve life and property through the use of tactical response, along with search and recovery measures. The Division is committed to providing creative, deliberate, and reactive solutions for Department personnel and partner law enforcement agencies through state-of-the-art equipment, extensive training, and thorough planning.

SEARCH AND RECOVERY TEAMS (SRT)

SRT is called upon to conduct underwater criminal investigations and search and recovery/rescue operations. Its mission is multifaceted and designed to enable the Department to respond and provide a wide variety of recovery and emergency services throughout the Commonwealth. SRT's five main capabilities include Underwater Criminal Investigations, Swiftwater Rescue, Land Search and Rescue, Rope Rescue, and Advanced Medical Support.



OPERATIONAL MEDICAL SUPPORT (OMS) UNIT

Provides pre-hospital emergency medical, health and welfare, safety, and educational support to all VSP operations. The OMS program allows the Department to account for all of its Virginia-certified or nationally registered emergency medical technicians (basic, enhanced, advanced, intermediate, and paramedic levels). The unit is an Advanced Life Support Agency under the Virginia Department of Health's Office of Emergency Medical Services (OEMS). Our agency, through OMS, has the ability to manage these highly trained and certified assets under the legal protection of an Operational Medical Director (OMD) and the Virginia Department of Health, Office of Emergency Medical Service (OEMS) licensure, allowing this unit to support the basic and advanced pre-hospital medical needs, training, and education of our agency.

TACTICAL TEAM

The Tactical Team is committed to providing creative, deliberate, and reactive solutions for Department personnel and partner law enforcement agencies through the use of tactics for crisis mitigation. The establishment of this Division creates a full-time assignment for all Tactical Team members, versus the previous part-time status as a Trooper specialty.

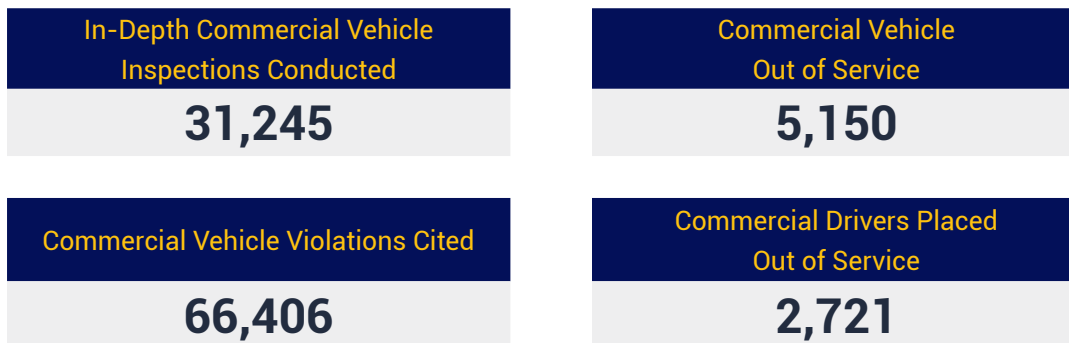


SAFETY DIVISION (BFO)

The Safety Division enhances highway safety through the administration of the Motor Carrier Safety and Hazardous Materials Transportation Unit and Virginia Motor Vehicle Safety Inspection Program. The Division is subdivided into seven operational areas that correspond with each of the seven BFO field divisions. The Division also maintains and promotes intradepartmental safety, and maintains complete records on all motor vehicle or other accidents in which Departmental equipment is involved or personal injury to employees of the Department is experienced.

MOTOR CARRIER SAFETY PROGRAM

Ensures commercial trucks and buses, operating on Virginia highways, meet all safety requirements through comprehensive inspections, measurement, and crash investigations. Motor Carrier Safety Troopers are assigned to separate Area Offices corresponding with each of the seven BFO field Divisions.



Violations cited on commercial vehicle inspection reports in accordance with the Code of Federal Regulations (CFR), which governs the proper operation, licensure and maintenance of commercial carriers.

VEHICLE INSPECTION PROGRAM

Responsible for the oversight and certification of Virginia's Vehicle Inspection Program, all active vehicle inspection stations and the licensing of certified Virginia vehicle inspectors. Established in 1932, it is the oldest continuous motor vehicle inspection program in the United States. The Program supervises 4,266 Vehicle Inspection Stations and 12,808 Certified Vehicle Inspectors across Virginia.



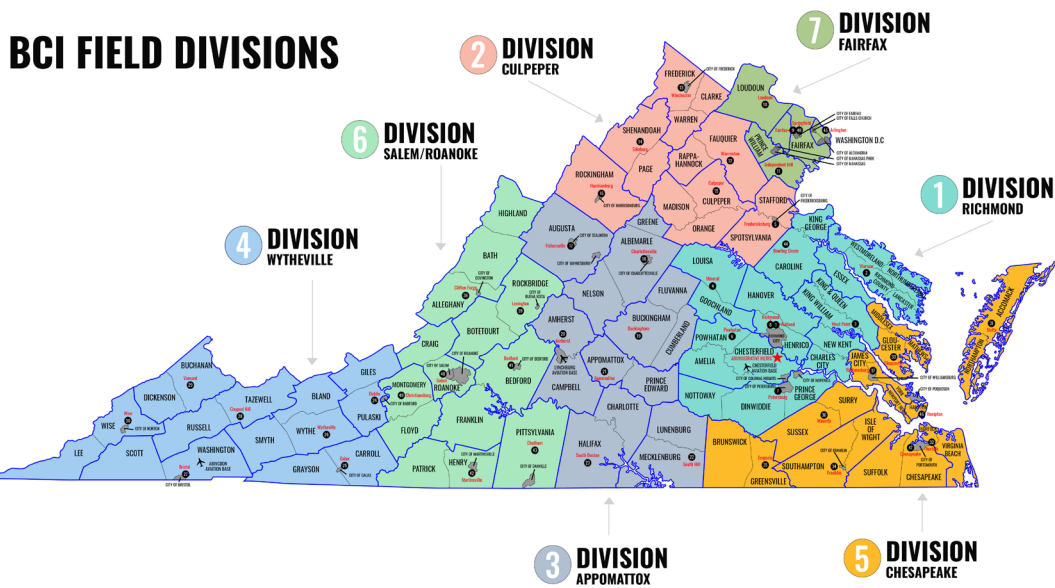
BUREAU OF CRIMINAL INVESTIGATION (BCI)

»» Provides thorough and comprehensive investigations of all criminal matters mandated by Virginia statute and intelligence support relative to criminal activity in the Commonwealth.

The statutory mandates include the investigation of

- Any matter referred by the Governor;
- Requests by the Attorney General, commonwealth's attorneys, chiefs of police, sheriffs and grand juries of matters that constitute Class 1, 2, or 3 felonies;
- Elected officials when directed by the Governor, Attorney General or grand juries.

BCI is divided into seven geographic field offices that correspond with the BFO field divisions. Each of the field offices is then subdivided into a General Investigation Section (GIS) and a Drug Enforcement Section (DES).



GENERAL INVESTIGATION SECTION (GIS)

Provides the highest level of investigative service to the citizens of Virginia and local, state and federal law enforcement agencies. This service includes general investigations and specialized investigations involving arson, bomb threats, white collar crime, high technology crimes, crime scene examination, fugitive apprehension, auto theft, surveillance, polygraph examination and financial crimes.

2023

TOTAL GIS CRIMINAL CASES INITIATED	3,267
Assist-Cases (Local, State & Federal) Opened by GIS	613
Criminal Arrests	479
Search Warrants Conducted	1,529
Crime Scene Examinations	280
Elected Official Investigations	26

GIS Criminal Cases Initiated By Field Office	
Richmond	718
Culpeper	346
Appomattox	305
Wytheville	315
Chesapeake	1,077
Salem	440
Fairfax	679

GIS Polygraphs	
Criminal	124
Pre-Employment	468

GIS Arson/Explosives Cases	
Fire Investigations	106
Explosives Incidents	170
Criminal Arrests	3

GIS Fugitive Cases	
Assigned	239
Closed	232

DRUG ENFORCEMENT SECTION (DES)

Provides full-time attention to the enforcement of drug laws in Virginia, and is committed to supporting local law enforcement agencies in their efforts. DES has in excess of 116 special agents across the Commonwealth responsible for performing operational narcotics enforcement investigations, including special undercover, wire intercept and marijuana eradication efforts. DES actively participates or is directly responsible for 53 multi-jurisdictional drug and gang task forces representing 120 jurisdictions in Virginia. DES also routinely assists with federal and local narcotics investigations.

2023	
Total DES Criminal Cases Initiated	3,196
Assist-Cases (Local, State & Federal) Opened by DES	2,855
Criminal Arrests	1,560
Search Warrants Conducted	4,670
Clandestine Lab Investigations/Dismantling	3
Illegal Firearms Seized	898
Vehicles Seized	35
Estimated Street Value of Total Drugs Seized	\$156 MIL

DES Criminal Cases Initiated By Field Office

Richmond	226
Culpeper	512
Appomattox	385
Wytheville	1,216
Chesapeake	402
Salem	378
Fairfax	77

Statewide Task Forces

Investigations Initiated	2,847
Criminal Charges Placed	1,145
Criminal Arrests	1,252
Search Warrants Conducted	3,964
Illegal Firearms Seized	662
Vehicles Seized	34
Est. Street Value of Total Drugs Seized	\$37.9 MIL



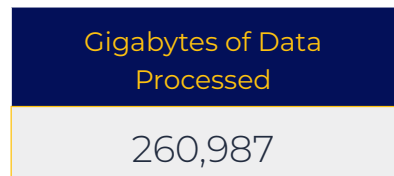
HIGH-TECH CRIMES DIVISION (BCI)

The High-Tech Crimes Division (HTCD) conducts cyber-crime investigations and child exploitation/pornography investigations, as well as supports local, state, and federal law enforcement agencies through digital forensic analysis. HTCD special agents are assigned to each of the seven geographic BCI field offices.

	2023
Investigations Conducted	54
Digital Devices Examined	2,313
Gigabytes of Data Examined	241,531

COMPUTER EVIDENCE RECOVERY SECTION (CERU)

Provides computer evidence recovery services, forensic examination services, and expert testimony for law enforcement agencies through in-depth examinations of computer data stored or seized during the course of a criminal investigation.



TECHNICAL SUPPORT SECTION

Supports significant investigations and uses sophisticated methods and technologies to assist any requesting law enforcement agency. This section provides audio and video clarification services to all law enforcement agencies as well as supporting the courts and Commonwealth's Attorney offices through installation and operation of closed circuit television systems for the purpose of facilitating the testimony of child victims and witnesses. The Technical Support Section assists Public Safety officials in localities with overt video crowd monitoring systems for large gatherings and events. The Hostage/Barricade Response Program was developed in 1997 to support federal, state and local law enforcement through the deployment of technical equipment and personnel resources.

	2023
Request for Service	2,269
Temporary Risk Orders	9

NORTHERN VIRGINIA - WASHINGTON, DC - INTERNET CRIMES AGAINST CHILDREN TASK FORCE (ICAC)

Counters society's rapid explosion of online child exploitation, pornography, and predators through its 52 local, state, and federal partnering agencies. Established in 2004, the ICAC Task Force is funded through grant funding from the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention (OJJDP) with VSP serving as the lead coordinating agency. The grant provides for law enforcement training and equipment, and for conducting online investigations.

	2023
Cyber Tips Processed	10,434
Investigations Conducted	1,738
Criminal Arrests	208
Child Victims Identified	77

CRIMINAL INTELLIGENCE DIVISION (BCI)

The Criminal Intelligence Division (CID) provides analytical and research support to local, state, and federal law enforcement agencies on matters pertaining to the Commonwealth of Virginia through the identification, documentation and dissemination of criminal intelligence concerning persons involved in organized crime, terrorist groups and those crimes involving multi-jurisdictional or serial crimes.

FIELD INTELLIGENCE UNIT

Operates to improve intelligence collection and dissemination, to gather tactical intelligence in support of criminal investigations, and to use intelligence in support of strategic planning through strong liaison and interaction with department personnel and local law enforcement counterparts.

JOINT TERRORISM TASK FORCE (JTTF)

Coordinated through the FBI, VSP CID personnel are assigned to the JTTF Task Forces in Virginia for the purpose of pursuing criminal leads, gathering evidence, making arrests, providing security for special events, collect and share intelligence, and respond to threats and incidents.

VIRGINIA FUSION CENTER (VFC)

Formed in 2005, the VFC is a joint operation between VSP and the Virginia Department of Emergency Management (VDEM) to focus on counter-terrorism intelligence investigations and analysis. VFC is occupied by local, state, and federal law enforcement agencies, public safety, emergency management, and/or the military in prevention of, or in response to, an incident. It maintains liaison with representatives from partnering agencies in order to facilitate and ensure communication between the Virginia State Police and those agencies, allowing for a more coordinated, informed response.

VFC SHIELD PROGRAM

Established in 2019, is intended for both the public and private sectors, as well as civic & local community groups. The program's goal is to increase community awareness of criminal and terrorism trends and incidents within the Commonwealth, United States and across the world through information sharing, making communities safer. In addition, VFC Shield connects members with available resources and sector specific content. The VFC Shield Program moved from 196 information alerts/products shared in 2022 to 120 in 2023.

FUSION LIAISON TRAINING PROGRAM (FLTP)

The FLTP is offered to first responders, corrections, dispatchers, healthcare professionals, health and human services, public works, federal and appropriate private sector partners. These individuals serve as the main point of contact for their agency and corresponds with the VFC in matters related to suspicious activity and intelligence.

Every Fusion Liaison Officer (FLO) completes a two-day training course. This course touches on the following topics: Virginia Fusion Center Overview, Domestic & International Terrorism, General Crime Issues, Terrorist Screening Center, UAV Threat and Awareness, Gang Awareness, Critical Infrastructure Protection, Suspicious Activity LTPReporting, Information exchange with the VFC.

The FLO continues to work for and is under complete control of their parent agency. The VFC supplies the FLO and their agency with a place to send information and receive vetted intelligence.



SUPPORT SERVICES DIVISION(BCI)

The Support Services Division is comprised of several unique investigative sections to include asset forfeiture, marijuana eradication, task force officer assignment, drug diversion, auto theft, insurance fraud, and quality control.

ASSET FORFEITURE SECTION

Processed a total of 228 cases in 2023 that involve asset sharing with federal agencies, local police departments and sheriff’s offices awaiting a final disposition. In 2023, we received a total of \$1,276,064 in state currency seizures and approximately \$5,022,793 in federal currency seizures. Additionally, we were awarded in-kind assets, some of which the value is unknown at this time. This led to 110 state processed cases and 118 federal processed cases creating a total of \$6,298,857 that reached a final disposition resulting in a conviction and/or forfeiture in 2023.

ILLEGAL MARIJUANA ERADICATION PROGRAM (ERAD)		2023
	Plant Seized	2,424
	Indoor/Outdoor Grow Operations	346

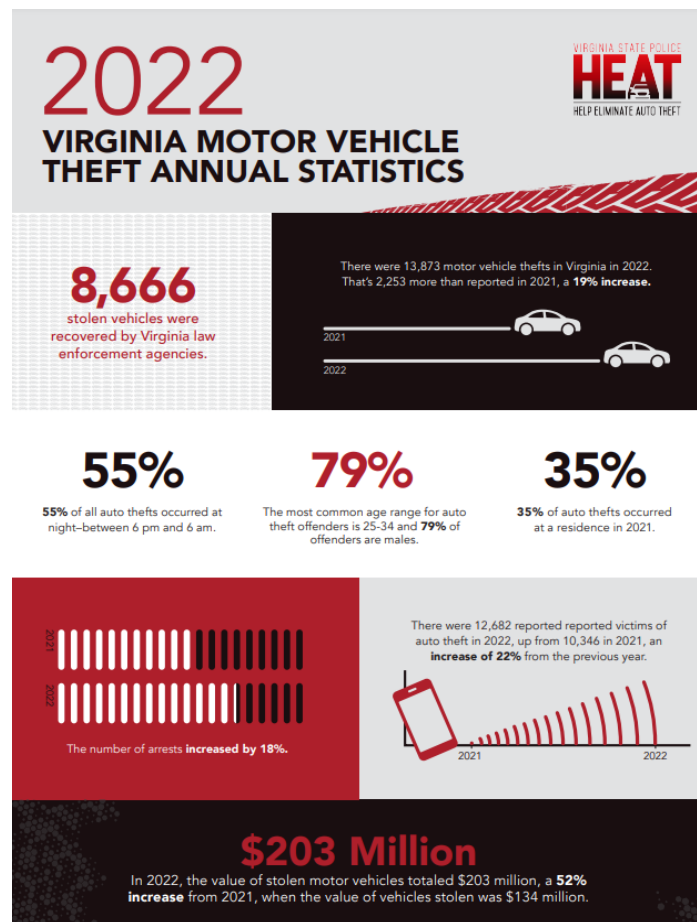
DRUG DIVERSION SECTION

Administers and maintains the Department’s Prescription Monitoring Program, Case Explorer, Gang Intelligence System Training, and National Precursor Law Enforcement Exchange (NPLEx). The program also provided drug diversion analytics, Gang Intelligence System and Case Explorer training services. The 2023 Drug Diversion Section statistics:

	2023
Request for Service	157
Active Investigations	49
Criminal Arrests	102
Charges/Assist Cases	79

HELP ELIMINATE AUTO THEFT (HEAT) PROGRAM

Established by the Virginia General Assembly in 1992, the HEAT program educates citizens about theft of vehicles and their parts, a crime that costs Virginians millions of dollars each year. HEAT also trains and supports local law enforcement officers in efforts to prevent auto theft. The HEAT program is a cooperative effort of VSP, Virginia Department of Motor Vehicles (DMV) and local law enforcement agencies throughout the Commonwealth. The program also provides funds rewards for information leading to the arrest of persons who commit motor vehicle theft related crimes.



VIN ETCHINGS

As part of its preventive efforts to reduce auto thefts, the HEAT Program hosts free Vehicle Identification Number (VIN) Etchings with local law enforcement and at community events across the Commonwealth. VIN etching is the permanent engraving of a vehicle identification number (VIN) onto a vehicle's windshield and windows. This process helps to deter theft. When VIN etching has been performed, a thief is less likely to steal your vehicle because they would first need to replace the VIN-etched glass, a time-consuming and expensive task.

INSURANCE FRAUD PROGRAM (IFP)

Established in 1999, the IFP works to Stamp Out Fraud by providing training to law enforcement and teaching citizens how to identify and report insurance fraud. Insurance fraud is any act committed with the intent to obtain benefits or advantages where they are not entitled, usually through a sum of money. Insurance fraud costs American consumers more than \$80 billion dollars each year. Three common categories of insurance fraud are property fraud, casualty fraud and workers' compensation fraud.



ANNUAL ACTIVITY REPORT January - December 2023

Number of notifications received	1,416
Number of notifications declined	1,069
Number of investigations initiated	380
Number of notifications referred to other BCI divisions	4
Number of notifications referred to other agencies	1
Number of notifications involving property fraud	1,129
Motor vehicle / auto	794
Homeowners	263
Commercial	33
Other	86
Number of notifications involving injury / casualty fraud	181
Motor vehicle / auto	116
Homeowners	8
Commercial	20
Workers' comp	27
Other	12
Number of notifications of actual fraud (collected)	115
Number of notifications of attempted fraud	1,197
Total amount of claimed loss (collected)	\$1,073,197.69
Total amount of claimed loss (attempted)	\$11,185,889.93
Number of cases presented to Commonwealth's Attys / SP	36
Number of cases adjudicated	25
Number of arrests for insurance fraud	52
Number of convictions for insurance fraud	43
Felonies	18
Misdemeanors	26
Number of arrests for related offenses	8
Number of convictions for related offenses	1
Amount of restitution ordered	\$65,259.56
Number of fraud awareness presentations	5
Number of closed cases	505

INTERSTATE CRIMINAL ENFORCEMENT

The Interstate Criminal Enforcement Unit participated in highway enforcement operations with specific emphasis focused on reducing the flow of illegal narcotics on Virginia highways. ICE members are specifically trained to conduct advanced criminal interdiction traffic stops involving drug trafficking organizations and other criminal enterprises. ICE members have also engaged in reduction of criminal acts in the Bold Blue Line Initiative across the Commonwealth.

INTERDICTION ACTIVITY	2023
Drugs Charges	181
Illegal Firearms Seized	104
Currency Seized	\$1.27 Million
Est. Street Value of Total Illegal Drugs Seized	\$31.45 Million

POLYGRAPH QUALITY CONTROL SECTION

Plays an integral role in maintaining the high professional standards established by the polygraph community. Accredited through the Polygraph Law Enforcement Accreditation (PLEA), every polygraph examination conducted VSP must undergo an extensive secondary review by one of the four members of the Polygraph Quality Control Section. This review ensures standardization of testing practices and accurate scoring of polygraph charts. In addition, the section is responsible for ensuring all 23 of VSP's polygraph examiners meet Virginia polygraph licensing requirements, are licensed by the Virginia Department of Professional and Occupational Regulation (DPOR), and conduct examinations in accordance with Department and professional standards. Quality control personnel are also responsible for conducting quarterly site visits at nine polygraph offices to calibrate equipment and keep polygraph instruments in good working order.

During the 2023 calendar year, VSP examiners conducted 468 pre-employment and 124 criminal polygraph examinations. Examiners conduct testing in VSP offices and travel to administer portable examinations for our law enforcement partners in locations throughout the Commonwealth. Examiners offer criminal testing, free of charge, for any law enforcement agency who requests assistance with a criminal investigation. Additionally, they support the VSP Human Resources Division with pre-employment testing as part of the sworn employee hiring process.

IN MEMORIAM



WOODSON MEMORIAL GALLERY

The Colonel C. W. Woodson, Jr. Memorial Gallery is dedicated to those members of the Virginia State Police and their predecessors, the inspectors of the Division of Motor Vehicles, who gave their lives in the preservation of law and order, and who, in so doing, lived and died in the best traditions of law enforcement's duty and service to mankind.

Late in the fall of 1943, Colonel Woodson, then Superintendent of the Virginia State Police, and Mr. G. Watson James, Jr., an employee of the Division of Motor Vehicles, agreed that portraits of sworn members of the State Police who had given their lives in the line of duty would be an appropriate and lasting memorial. Although there were no funds available for the project, Mr. James contacted a number of artists and requested they prepare a portrait as a gift to the gallery, then known as the Memorial Art Gallery.

We are grateful to Mr. James and to every artist who has prepared a portrait for the gallery, which was relocated from the Department's Administrative Headquarters Building to the State Police Academy in 1989. The gallery was renamed at that time to also serve as a memorial to the late Colonel Woodson.

The Department's Police Officers' Memorial Service is held each year during National Law Enforcement Week at the State Police Academy, 7700 Midlothian Turnpike, Chesterfield County.

IN MEMORIAL

"It is not how these officers died that made them heroes, it is how they lived."

National Law Enforcement Officers Memorial, Washington, D.C.

Artists who have provided portraits for the gallery are Gertrude K. Russi, Frank S. Rowley, Jr., George H. Ben Johnson, Thomas Allen Belt, James E. True, Elizabeth Nottingham (Day), G. Watson James, Jr., Pierre Daura, Adele Clark, James F. Banks, Hugo Stevens, Greta Matson, Belle Worsham, Jewett Campbell, R. Vernon Hunter, Walter Whitehead, Helen Schuyler (Hull) Bailey, E. Wray Bernicchi, John D. Slavin, Charles Ingle, Jeanne Begien Campbell, Beatrice T. Klein, Marie Whitehurst, Milton Hull, Robert Simmons Fuller, Virginia W. Harrison, Eloise W. Atkinson, Donald Edward Poore, and Merrily C. Johnstone.



WE WILL NEVER FORGET...

Inspector W. Neville Hatcher	August 19, 1928	Trooper Robin L. Farmer	September 3, 1981
Inspector Phillip C. Via.....	January 11, 1929	SAC Rodney D. Grimes.....	October 9, 1983
Inspector Curtis L. Wood	March 11, 1929	Trooper Johnny R. Bowman	August 19, 1984
Inspector Thomas A. Belt	August 18, 1930	Sergeant James L. Biggs.....	December 18, 1984
Trooper Charles B. Bullock	February 15, 1934	Trooper Trooper Leo Whitt.....	April 12, 1985
Trooper William R. Thompson	September 23, 1935	Trooper Ricky M. McCoy.....	January 3, 1986
Sergeant Charles W. Puckett	March 28, 1938	Trooper Alexander M. Cochran, III.....	January 15, 1987
Sergeant Clarence L. Maynard	September 9, 1939	Trooper Harry L. Henderson	March 17, 1987
Trooper Urshell T. Mayo.....	February 19, 1941	Trooper Jacqueline Vernon.....	August 16, 1988
Trooper William S. Tinsley	September 5, 1942	Mstr. Trooper Jerry L. Hines	February 20, 1989
Examiner Charles E. Hagerman.....	March 17, 1943	Trooper José M. Cavazos	February 24, 1993
Trooper George F. Miller.....	January 20, 1945	Trooper Henry N. Harmon.....	February 7, 1995
Trooper William T. Flippen, Jr	February 7, 1945	Trooper Gregory P. Fleenor	December 12, 1996
Trooper William H. Andrews	October 3, 1946	Sergeant (Ret.) Norman W. Hampton.....	June 3, 1997
Trooper Robert E. Caldwell	June 17, 1948	Trooper Jessica J. Cheney	January 17, 1998
Trooper Joseph B. Thomas	June 20, 1950	Trooper Daniel L. Williams.....	December 12, 1999
Trooper Robert E. Porter	June 20, 1950	Sr. Trooper C. Mark Cosslett.....	October 23, 2002
Investigator Wallace M. Simpson.....	October 23, 1951	Trooper Michael T. Blanton.....	January 29, 2003
Trooper Robert W. Smith.....	November 21, 1951	Trooper Kevin C. Manion.....	February 18, 2006
Trooper Walter S. Parrish.....	October 4, 1953	Sr. Trooper Robert A. Hill, Sr.	November 24, 2006
Trooper Robert L. Loder, Jr	January 31, 1954	Motorist Asst. Aide Horace A. Jarratt	April 25, 2007
Trooper Robert F. Giles	July 23, 1954	Trooper Mark D. Barrett	September 14, 2010
Trooper Henry M. Brooks, Jr.....	June 10, 1956	Trooper Adam M. Bowen	June 24, 2011
Trooper Charles E. Morris	March 2, 1962	Trooper Andrew D. Fox.....	October 5, 2012
Trooper Garland M. Miller	June 13, 1963	Mstr. Trooper Junius A. Walker	March 7, 2013
Trooper Warren Y. Harless	November 18, 1968	Sergeant J. Michael Phillippi.....	January 11, 2014
Trooper Jackie M. Bussard.....	May 5, 1970	Trooper Nathan-Michael W. Smith.....	September 21, 2015
Trooper Donald E. Lovelace.....	October 18, 1970	Trooper Chad P. Dermeyer	March 31, 2016
Trooper Rannie D. Kennedy	November 5, 1973	Special Agent Michael T. Walter	May 26, 2017
Trooper James R. Hughes	June 3, 1974	Trooper-Pilot Berke M. M. Bates.....	August 12, 2017
Investigator Claude E. Seymour	April 25, 1975	Lieutenant H. Jay Cullen, III	August 12, 2017
Trooper Bernard W. Wright.....	January 17, 1976	Trooper Lucas B. Dowell	February 4, 2019
Trooper Garland W. Fisher, Jr.....	November 15, 1976	Captain J. Gregory Blankenship	August 7, 2021
Trooper Robert T. Lohr	July 22, 1978		



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