



VIRGINIA STATE POLICE

Senate Finance & Appropriations: Public Safety Subcommittee

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Virginia State Police
Superintendent
January 12, 2026



TROOPERS RISE ABOVE



VSP

VIRGINIA STATE POLICE

AGENDA

➤ Major Programs

- **Program 302 - Information Technology Systems, Telecommunications and Records Management**
- **Program 310 - Law Enforcement and Highway Safety Services**
- **Program 399 – Administrative and Support Services**

➤ Vacancy and Hiring Trends

➤ Governor's Proposed Budget



Program 302 - Information Technology Systems, Telecommunications and Records Management

Appropriations are \$128,494,508 for Fiscal Year 2026

➤ **Projected expenditures and trends for Fiscal Year 2026:**

- **Computer Software Maintenance/Renewals:** End-of-life public safety systems are being modernized to maintain operational continuity and Criminal Justice Information System (CJIS) compliance. A fire suppression system failure also required emergency replacement of \$1.7M in server infrastructure. These risk mitigation and system resiliency costs increased 88% YoY.
- **VITA IT Services:** VITA service costs increase as mission-critical systems are modernized and expanded statewide. Systems operating on Commonwealth infrastructure are required to consume VITA network, hosting, and security services, with costs driven by users, data volume, availability, and cybersecurity requirements. Costs increased 27% YoY. We typically receive appropriations to cover increases, but appropriations lag cost increases by up to 1 year.
- **Telecom Services:** The STARS radio equipment and in-car camera system that allows for interoperability on all public safety bands/frequencies and the cameras are cloud-based for enhanced sharing with outside Commonwealth's Attorney, is now costing the Department triple the cost we incurred in 2020 for radios and in-car cameras.



Program 310 - Law Enforcement and Highway Safety Services

Appropriations are \$394,337,180 for Fiscal Year 2026

- **Projected expenditures and trends for Fiscal Year 2026:**
 - **Law Enforcement Supplies:** Ammunition is the main driver of this cost increase. The cost and quantity of ammunition needed has doubled in five years.
 - **Overtime:** To maintain adequate coverage and response times, the Department's cost for overtime has increased dramatically each year (up 87% since FY22).
 - **Vehicle Repair/Maintenance Services:** Aircraft maintenance has increased by approximately \$700K. The remainder is trooper vehicle repairs, where costs have increased because of the overall vehicle and equipment costs, and an increase in violators fleeing from traffic stops. YoY increase of 170%.
 - **Vehicle Appropriation:** The Department's purchase power has diminished since our last adjustment to our vehicle appropriations in FY21, which brought our total appropriation to \$13.6M. Cost per patrol vehicle has increased by 23% since FY21, decreasing the number of vehicles we can purchase by 25%.



Program 399 – Administrative and Support Services

Appropriations are \$62,850,922 for Fiscal Year 2026

- **Projected expenditures and trends for Fiscal Year 2026:**
- **Employee Training/Associated Travel:** High turnover within supervisory ranks contributed to a backlog of first-line and middle management supervisors who had not received necessary leadership and skills training. As a result, we increased the number of Command College classes we host in partnership with UVA and increased the number of personnel sent to other leadership programs. Increase of \$200K.
- **Skilled Services:** Department building renovations and maintenance due to aging building infrastructure (\$1.4 million) and the Motorola (STARS) modernization of dispatch E911 phone systems (\$1.2 million).
- **Auditing Services:** To address IT Security audit findings. The Department began to dedicate resources to addressing specific system risks. This included bringing in a contractor for IT Security audits at a cost of \$1.6M in FY25.



Vacancy and Hiring Trends

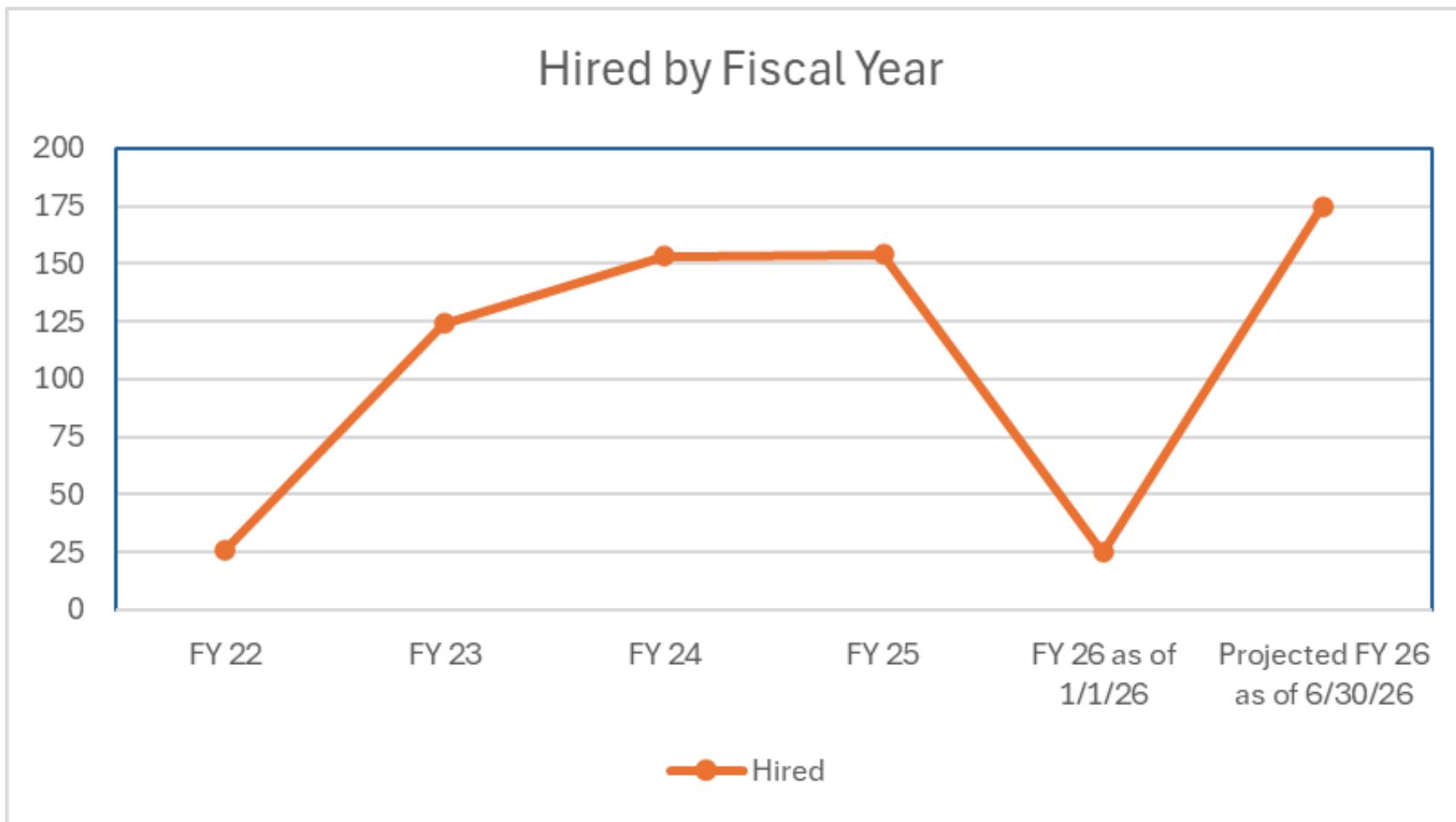
- **Total Authorized Strength is 3113**
 - **Sworn Positions – Authorized 2,201**
 - **Civilian\Professional Staff Positions – Authorized 912**



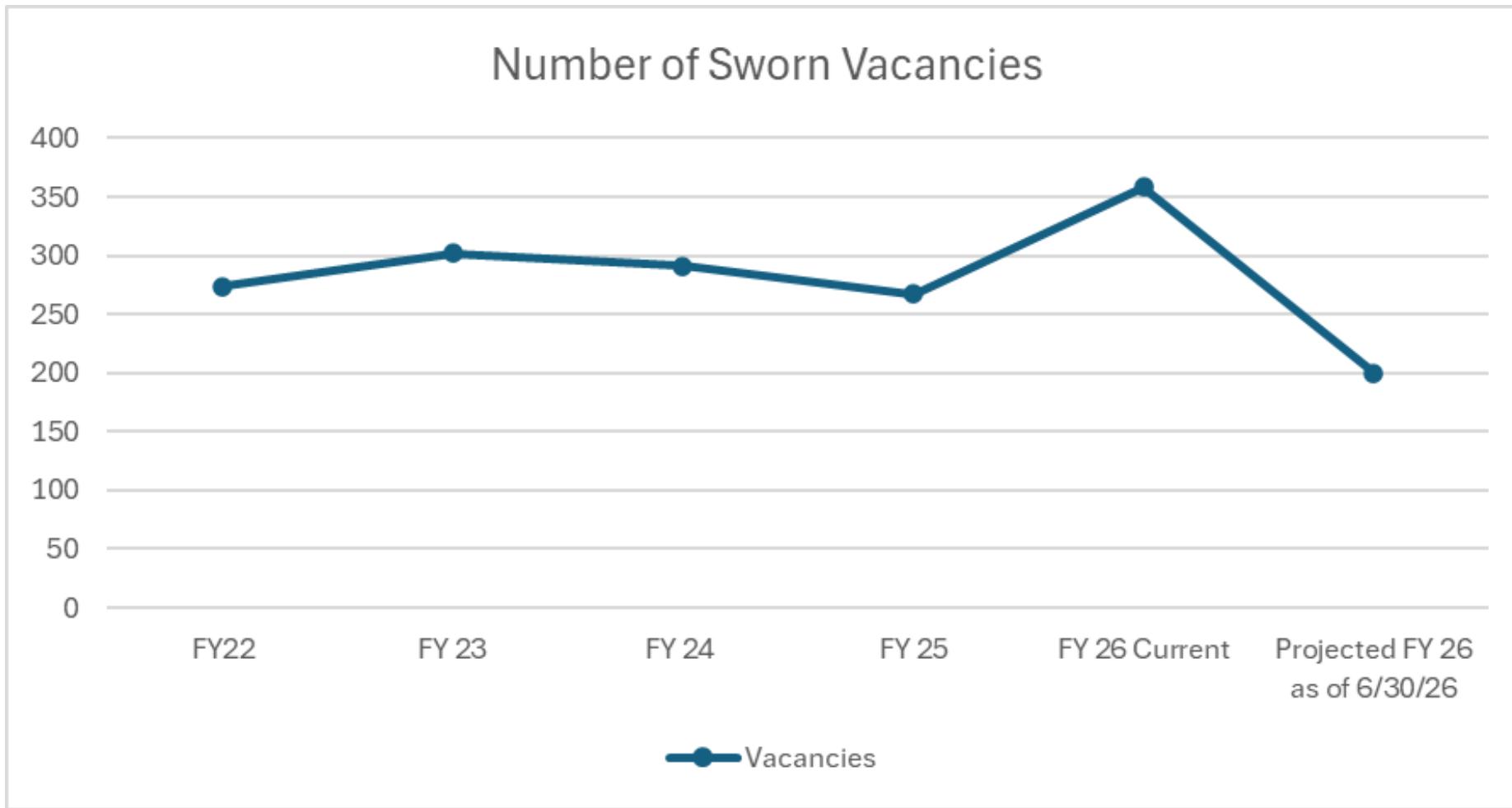
Vacancy and Hiring Trends

- **Sworn Positions – Authorized 2,201**
 - **Filled – 1,843 (as of 1/1/2026)**
 - **Vacancies – 358 (as of 1/1/2026)**

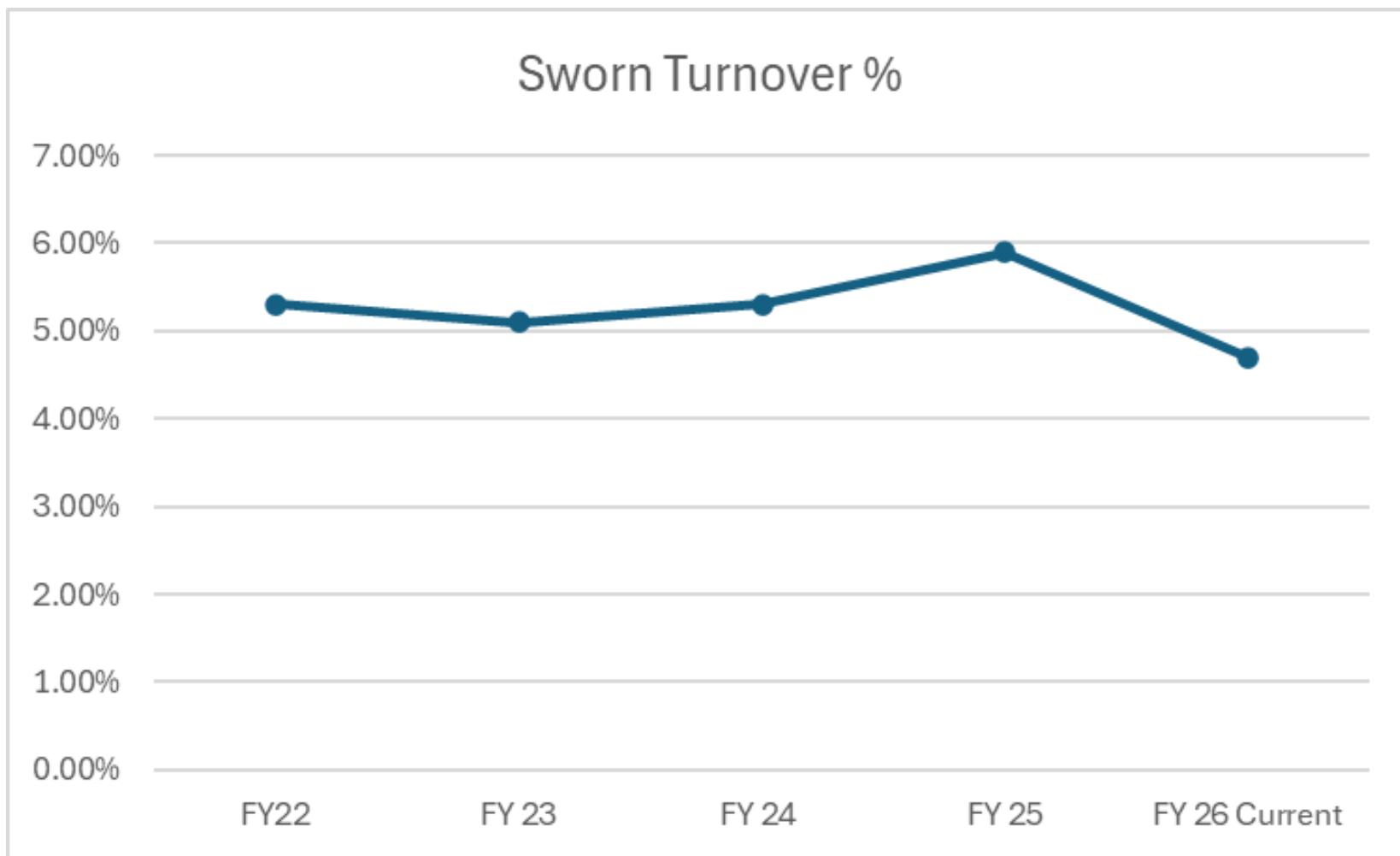
Sworn Recruiting



Sworn Retention



Sworn Retention

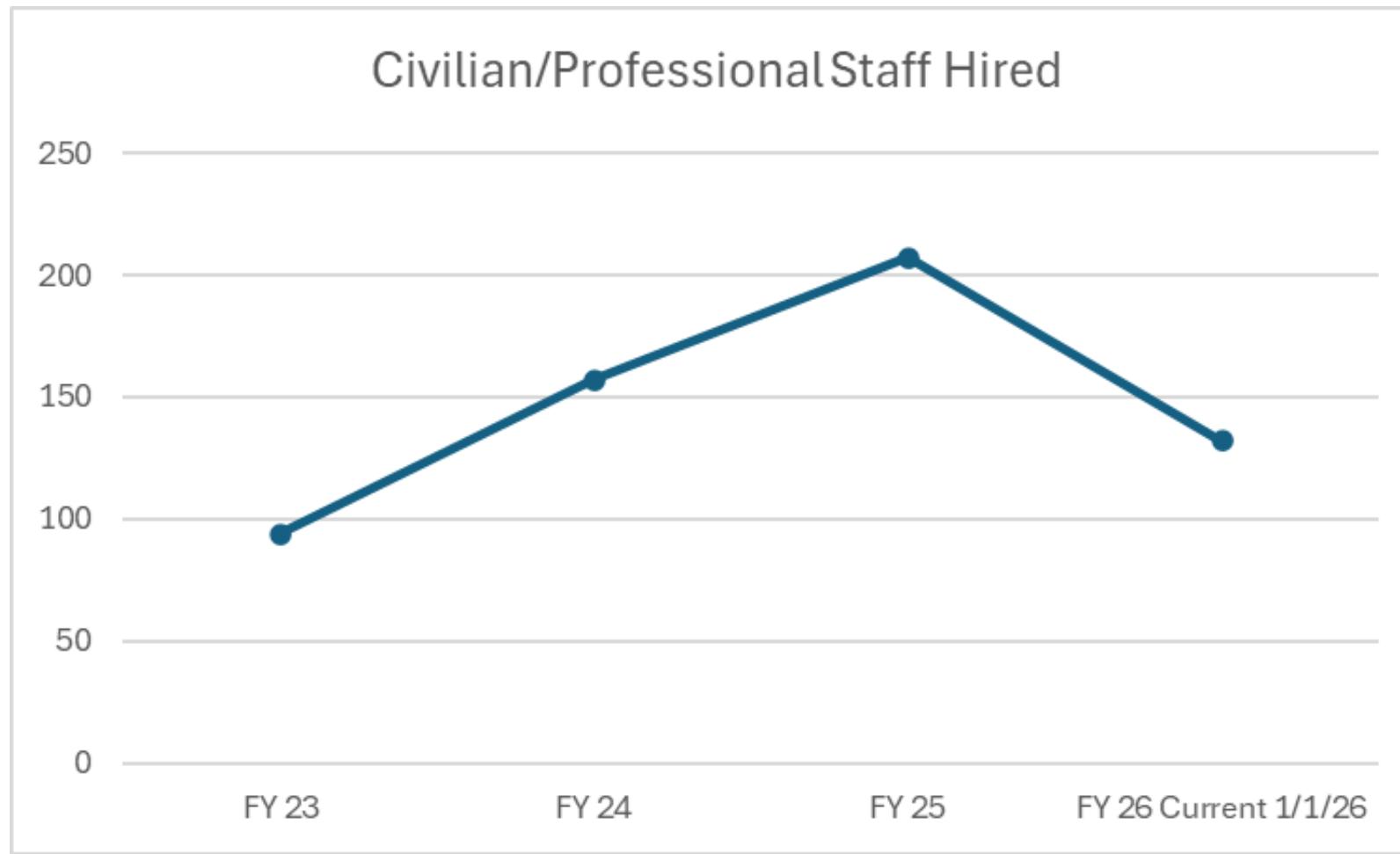




Vacancy and Hiring Trends

- **Civilian\Professional Staff Positions – Authorized 912**
 - **Filled – 883 (as of 1/1/2026)**
 - **Vacancies – 29 (as of 1/1/2026)**

Civilian\Professional Staff Hiring





Highlighted Expenditures Impacting VSP's Budget

- **Overtime costs above appropriations - \$10M**
- **Dispatcher Retention/Competitive Salary actions - \$5M (get vacancies below 34%)**
- **Funded pay step increase - \$3.7M**
- **Creation of a 24/7 Watch Center within the Homeland Security Division - \$2.2M (\$1.48M recurring)**
- **Hired 98 students to the 144th and 25 students to the 144th B Session (record numbers) along with cost of equipping the 144th - \$29M**
- **Motorola M500 in- car cameras cost increase vs. legacy camera system - \$2.2M**
- **LiveScan upgrade - \$3.1M**
- **Successful in filling civilian vacancies in FY24/FY25 - \$8.5M**
- **Vehicle maintenance cost increase - \$4.1M**



Governor's Proposed Budget : Overview

- **Caboose FY 2026 - \$50,264,436**
- **FY2027 - \$52,903,575**
- **FY2028 - \$61,514,400**

1. Provided additional funding to support increased personnel and equipment costs each fiscal year.
2. Provided additional general fund appropriation to implement Phase Two transformation of select components of the Department's IT system and cover ongoing information technology costs each fiscal year.
3. Provided non-general fund appropriation and 2 positions for Firearms and Sex Offender Investigative Unit to address increased workload.
4. Included language - Authorizing transfer of general fund appropriation between programs to align with expenditures. This is a net-zero adjustment
5. Authorized the use of non-general fund cash balances to cover operating costs.

Fiscal Impact of a Trooper Basic Session

- **Payroll costs are \$11,481,100 per fiscal year for 100 trainees.**
- **Vehicle/Equipment and Academy costs are \$17,771,195* for a class of 100.**

*Costs are as of 12/19/2025 and are subject to inflation

Fiscal Component	Entry Level Trainee
Salary	\$ 60,000.00
Fringe Benefit Costs	\$ 33,000.00
Health Insurance/LODA, & workers Compensation	\$ 21,811.00
Projected Overtime	\$ 5,191.00
Vehicles	\$ 50,832.50
Vehicle Equipment	\$ 95,117.79
Issued Equipment	\$ 15,510.08
Meals	\$ 6,639.55
Ammunition	\$ 2,361.00
PT Gear	\$ 60.03
Instructor Overtime	\$ 2,000.00
Total Per Entry Level Trainee:	\$ 292,522.95
Projected Class Size	100
Total Fiscal Impact Entry Level:	\$ 29,252,295.00



Technology Transformation

- **VITA – Aligned Infrastructure Transformation (2020 – Present)**
 - Multi-year transformation focused on standardizing infrastructure, network, and end-user services within the Commonwealth framework
 - Delivery timelines and operating costs reflect the complexity of modernizing legacy, mission-critical public-safety systems at scale
- **Mission-Driven Technology Transformation (Operational Need)**
 - Public Safety Depends on Technology: VSP operations rely on systems that must work 24/7 with no room for failure
 - Current Systems are Stretched: Older technology is harder to maintain, slower to recover, and more vulnerable to cybersecurity attacks and disruptions
- **Investment to Date Represents Foundational Modernization**
 - FY2025 Transformation Spend: **\$21,649,247**
 - FY2026 Planned Activities: **\$29,640,011**



Technology Risks

Risks Mitigated Through This Investment

➤ Operational Impact

- System outages
- Technology failures that disrupt law-enforcement activities

➤ Security & Risk

- Older law-enforcement systems are harder to protect, increasing the risks of cyber incidents nationwide
- Security gaps expose sensitive law-enforcement data and public trust

➤ Cost & Accountability

- Aging systems require increasing effort and expense to remain operational and secure
- Continued spending sustains outdated systems without improving performance, reliability, or security

➤ Mission Impact

- System outages or slowdowns directly affect troopers, dispatch, investigations, and command staff
- Unreliable systems create slower investigations and limited support for intelligence-led policing



Governor's Proposed Budget : Firearms and Sex Offender Investigative Unit Staffing

Request: 2 (NGF) Firearms and Sex Offender Investigative Unit (FSOIU) compliance officers to be strategically placed throughout the Commonwealth to effectively monitor the increasing sex offender population.

- Total compliance officer positions will increase to thirty-six (36)
- Compliance officers handle thousands of in-person home, school, and work verifications annually.
- They also complete necessary reports, assist with walk-in registrations, track down missing or incomplete information submitted to the registry, and perform other administrative and clerical duties.
- They are often required to appear in court and provide testimony.
- Without compliance officers, these duties fall to the troopers, who are tasked with investigating thousands of violations annually.
- Compliance officers complement troopers in the FSOIU by reducing the troopers' verification workload, allowing them to focus their efforts on criminal investigations.
 - 2006 – Offender to trooper ratio – 120:1
 - 2025 – Offender to trooper ratio – 279:1



THANK YOU



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