

# LAW ENFORCEMENT ACCREDITATION

## Virginia State Police

### Agency

Virginia State Police  
P.O. Box 27472  
Richmond, VA 23261

### Chief Executive Officer

Superintendent  
Colonel Gary T. Settle

### Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



### *Law Enforcement Accreditation*

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

#### **CALEA's Founding Organizations:**

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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## EXECUTIVE SUMMARY

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### ***Overview:***

The Virginia State Police is currently commanded by Colonel Gary T. Settle. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

### ***Compliance Services Review:***

CALEA Compliance Services Member(s) Russ McElwee remotely reviewed 214 standards for the agency on 12/1/2021 using Law Enforcement Manual 6.12. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 104 standards for the agency on 12/1/2022 using Law Enforcement Manual 6.16. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Denise Palmisano (CSM) remotely reviewed 120 standards for the agency on 12/9/2023 using Law Enforcement Manual 6.18. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Tim Garner (CSM) remotely reviewed 81 standards for the agency on 6/17/2024 using Law Enforcement Manual 6.18. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

### ***Site-Based Assessment Review:***

From 7/29/2024 to 8/2/2024, John Campanella, Ernest Cuthbertson visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment.

### ***Findings:***

During the Site-Based Assessment Review, the assessment team conducted 55 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

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## CHIEF EXECUTIVE OFFICER PROFILE

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### *Colonel Gary T. Settle*

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Re-appointed by Governor Glenn Youngkin in January, Colonel Gary T. Settle is the 13th Superintendent to lead the Virginia State Police.

The 2018 Unite the Right II rally in Charlottesville, 2018 mass shooting at the Virginia Beach government center, 2020 Lobby Day 2nd Amendment Rights rally, the Department's response to the U.S. Capitol on January 6, 2021, and the tragic 2022 active shooter incident at Bridgewater College are among the many defining moments of Colonel Settle's career as Superintendent. He has also demonstrated his leadership during additional extreme and adverse situations - as related to the COVID-19 pandemic, natural disasters, police officer-involved shooting investigations, gang-related violent crime, dignitary visits, domestic terrorism, and traffic safety across the Commonwealth.

During his 38 years of service in law enforcement, Settle has served the Commonwealth of Virginia at the state and local levels in a myriad of public safety capacities. He was initially appointed Superintendent by then-Governor Ralph Northam in 2018 after having served as the Director of the Department's Bureau of Criminal Investigation (BCI) since 2017 and as its Deputy Director from 2015 to 2017. The Rappahannock County native graduated from the Virginia State Police Academy in 1986 as Class President of the 78th Basic Session. His first patrol assignment was in Frederick and Clarke counties in the State Police Culpeper Division.

Over the years, he has served as a Tactical Team supervisor, been assigned to the Governor's protective detail, and served on the State Police Honor Guard. His assignments have included the State Police Culpeper and Wytheville Divisions. In addition to his progression through the supervisory ranks of State Police, Settle also served as Sheriff for Rappahannock County from 1996 to 2000.

Colonel Settle 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 University. 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.

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## COMMUNITY PROFILE

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The Commonwealth of Virginia is located in the South Atlantic region of the United States and became the tenth state to be admitted to the Union on June 25, 1788. Home to over 8.6 million residents, Virginia is the twelfth most populous state in the United States. The capital of the Commonwealth of Virginia is Richmond, and its most populous city is Virginia Beach.

The modern government of Virginia is nearly identical in structure to the federal government, and is divided into three branches, these being the executive, legislative, and judiciary. The Virginia General Assembly is comprised of the 100-member House of Delegates and the 40-member Senate. A governor and lieutenant governor are elected every four years. Governors cannot be elected to or serve consecutive terms. Virginia's judicial system consists of the Supreme Court of Virginia and the Court of Appeals of Virginia, the Circuit Courts, the lower General District Courts, and the Juvenile and Domestic Relations District Courts. Virginia has 13 electoral votes in presidential elections and possesses 11 seats in the U.S. House of Representatives.

Virginia's relatively small size equates to approximately 42,700 square miles, ranking it the thirty-fifth largest state. The Blue Ridge Mountains and the Chesapeake Bay are Virginia's two most distinct geographical features, and the two help determine the state's climate and support the state's diverse plants and wildlife. Virginia is divided into five distinct regions from east to west, these being the Tidewater, Piedmont, Blue Ridge Mountains, Ridge and Valley, and Cumberland Plateau.

Virginia's economy is highly diverse, and maintains income from local and federal government, military, farming, and business. The Commonwealth is also home to several high-ranking public and private colleges and universities, including the College of William and Mary, the University of Virginia, the Virginia Polytechnic Institute, Virginia Commonwealth University, and others.

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## AGENCY HISTORY

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The Commonwealth of Virginia has a long history of prominence in national affairs. Virginians have been in the forefront throughout the evolution of the United States and law enforcement accreditation is no exception. The Virginia State Police was first accredited in 1986, the second State Police agency to achieve this distinction, and has successfully completed the re-accreditation process on nine prior occasions.

The agency began as a motor vehicle enforcement unit in 1919. By 1932, the agency's authority and responsibility had been expanded to include the enforcement of the state's criminal code. The agency was by this time, and continues to be, a full-service State Police Department. The Department has an authorized strength of 2190 sworn and 900 civilian employees.

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## AGENCY STRUCTURE AND FUNCTION

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The Commonwealth of Virginia has a remarkably diverse population with significant geographical and demographic variations. The character of the state ranges from high-tech and urban, to rugged and remote, to suburban and residential, to rural and agricultural. The role of the State Police varies depending on the local conditions in each part of the state. To meet the challenges associated with its varying roles, the agency has been organized into four Bureaus, the Bureau of Administrative and Support Services (BASS), the Bureau of Criminal Investigation (BCI), the Bureau of Field Operations (BFO), and the Bureau of Strategic Governance (BSG).

The Bureau of Administrative and Support Services encompasses communications, information technology, criminal justice information services, human resources, property and finance, and training. The Bureau of Criminal Investigation includes criminal intelligence, general investigations, drug enforcement, high tech crimes, and special investigations and programs. Seven field offices, located around Virginia, investigate crimes and provide specialized technical and forensic support. The Bureau of Field Operations oversees statewide highway and public safety, special operations, and aviation operations. The Bureau of Field Operations is divided into seven field divisions located throughout the state. These divisions are further broken down into forty-nine areas, each covering one or more counties and/or cities. The Bureau of Strategic Governance consists of internal affairs, staff inspections, strategic planning and research, information security, internal audit, legal affairs, and the diversity opportunity inclusion programs and initiatives. The Bureau of Strategic Governance tracks, monitors, secures, and guides the Department's progress towards achieving and sustaining strategic objectives. The Executive Protection Division, the Public Relations Office, and all the bureaus are under the direct supervision of the Deputy Superintendent.

The agency maintains a headquarters for administrative control in Richmond. Colonel Gary T. Settle, appointed by the Governor, commands the Department with the title of Superintendent. The Deputy Superintendent, Lt. Colonel Kirk S. Marlowe, and each Bureau Director hold the rank of Lieutenant Colonel. Captains are in charge of the divisions.

The accreditation function is located within the Bureau of Strategic Governance under the command of Lieutenant Colonel Keenon Hook. The Accreditation Manager, Ms. Vanessa Casale, is assigned to the Professional Standards Division, Staff Inspection Section.

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## AGENCY SUCCESSES

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Since 1942, VSP has proudly and valiantly fulfilled its distinctive law enforcement mission. Today, we continue to secure the Commonwealth through leadership, collaboration, and community engagement. As we look to the future, VSP must become a budgeting priority for our elected officials and the Governor in order to meet our critical needs, and effectively and efficiently achieve our public safety responsibilities for the betterment of all those living, working, and traveling through the Commonwealth.

Our success over the past nine decades can be attributed to the extraordinary dedication and perseverance of our sworn and civilian workforce. To sustain the high-quality and exceptional services that VSP is recognized for across the Commonwealth and by other law enforcement agencies nationwide, the five major issues outlined in this report must be addressed, sooner than later. Applying to VSP the same budgeting, staffing, and management principles and models that work for other state agencies has created unnecessary obstacles that are becoming increasingly difficult to overcome. Each of the five issues documented herein are the direct or indirect result of the fiscal, staffing, and/or technological impediments VSP contends with on a daily basis. We are hopeful that the outlined remedies will gain the support and collaboration of the new Administration.

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## FUTURE ISSUES FOR AGENCY

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The Department of State Police has continued to see increased demands in the need for services, while personnel resources remain in critical need. Staffing increases for the Department are not automatic and are dependent on approval by the Governor and General Assembly. In order to address critical issues in public safety (such as highway safety, terrorism, violent crime, rises in opioid and heroin use, gangs, internet crimes against children, financial crimes, human trafficking, cybercrime, gaming offenses, and cold cases), additional sworn and civilian personnel are needed.

As technology continues to evolve, the Department must be able to keep up with the technical needs of the citizens and Department employees. The Department has fully leveraged the telemetry supplied by the Virginia Information Technologies Agency (VITA) to monitor network security. The Department continues to manage the VPN technology associated with the Virginia Criminal Information Network (VCIN). Because of the enhanced security offered by a holistic managed security solution, the Department is working to utilize VITA suppliers to replace the VCIN network with a managed solution.

Budgetary concerns, rising costs of training personnel, and lack of state-of-the-art equipment are always present. The Department cannot accomplish its mission without having adequate staffing and a sufficient operating budget.

## YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Garner (CSM)

On 6/17/2024, the Year 4 Remote Web-based Assessment of Virginia State Police was conducted. The review was conducted remotely and included 81 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.9 Biased Policing* (LE1) (MMMM)	<b>Compliance Verified</b>
1.2.10 Duty to Intervene (LE1) (MMMM)	<b>Compliance Verified</b>
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	<b>Compliance Verified</b>
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	<b>Not Applicable by Function</b>
4.1.7 Choke Holds (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	<b>Compliance Verified</b>
4.2.4 Analyze Reports* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	<b>Compliance Verified</b>
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	<b>Compliance Verified</b>
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	<b>Compliance Verified</b>
11.3.4 Police Action Death Investigations	<b>Compliance Verified</b>
11.4.5 Electronic Data Storage	<b>Compliance Verified</b>
11.5.1 Temporary/Rotating Assignments	<b>Compliance Verified</b>
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	<b>Compliance Verified</b>
12.1.4 Functional Communication/Cooperation	<b>Compliance Verified</b>
12.2.1 The Written Directive System (LE1)	<b>Compliance Verified</b>
15 Planning and Research, Goals and Objectives, and Crime Analysis	

<b>Standards</b>	<b>Findings</b>
15.2.1 Annual Updating/Goals and Objectives* (LE1)	<b>Compliance Verified</b>
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	<b>Compliance Verified</b>
17.2.1 Budget Process and Responsibility Described	<b>Compliance Verified</b>
17.2.2 Functional Recommendations to Budget*	<b>Compliance Verified</b>
17.3.1 Requisition and Purchasing Procedures	<b>Compliance Verified</b>
22 Personnel Management System	
22.1.1 Salary Program	<b>Compliance Verified</b>
22.1.2 Leave Program	<b>Compliance Verified</b>
22.1.3 Benefits Program (LE1)	<b>Compliance Verified</b>
22.2.2 General Health and Physical Fitness (LE1)	<b>Compliance Verified</b>
22.2.3 Fitness and Wellness Program	<b>Compliance Verified</b>
22.2.4 Off-Duty Employment	<b>Compliance Verified</b>
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	<b>Compliance Verified</b>
26.2.1 Complaint Investigation (LE1)	<b>Compliance Verified</b>
31 Recruitment and Selection	
31.2.2 Annual Analysis	<b>Compliance Verified</b>
31.4.4 Candidate Information	<b>Compliance Verified</b>
31.4.6 Records	<b>Compliance Verified</b>
31.4.7 Selection Criteria (LE1) (MMMM)	<b>Compliance Verified</b>
31.4.8 Sworn Appointment Requirements (M M M M)	<b>Compliance Verified</b>
33 Training and Career Development	
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	<b>Compliance Verified</b>
33.8.3 Career Development Program	<b>Compliance Verified</b>
35 Performance Evaluation	
35.1.9 Personnel Early Intervention System* (LE1)	<b>Compliance Verified</b>
41 Patrol	
41.1.5 Police Service Canines (LE1)	<b>Compliance Verified</b>
41.2.2 Pursuit of Motor Vehicles* (LE1)	<b>Compliance Verified</b>
41.2.3 Roadblocks and Forcible Stopping* (LE1)	<b>Compliance Verified</b>
41.2.7 Mental Health Issues* (LE1)	<b>Compliance Verified</b>

<b>Standards</b>	<b>Findings</b>
41.2.8 Administration of Pharmaceuticals (LE1)	<b>Not Applicable by Function</b>
41.3.4 Authorized Personal Equipment	<b>Compliance Verified</b>
41.3.9 License Plate Recognition Systems	<b>Compliance Verified</b>
<b>42 Criminal Investigation</b>	
42.1.2 Case-Screening System	<b>Compliance Verified</b>
42.1.3 Case File Management (LE1)	<b>Compliance Verified</b>
42.1.4 Accountability, Preliminary/Follow-Up Investigations	<b>Compliance Verified</b>
42.2.5 Deception Detection Examinations	<b>Compliance Verified</b>
<b>44 Juvenile Operations</b>	
44.1.3 Annual Program Review*	<b>Agency Elected 20%</b>
<b>46 Critical Incidents, Special Operations, and Homeland Security</b>	
46.1.9 All Hazard Plan Training* (LE1)	<b>Compliance Verified</b>
46.1.10 Active Threats* (LE1)	<b>Compliance Verified</b>
46.2.3 Tactical Team Equipment	<b>Compliance Verified</b>
46.2.4 Crisis Negotiator Selection	<b>Compliance Verified</b>
46.2.5 Search and Rescue	<b>Compliance Verified</b>
46.2.6 VIP Security Plan	<b>Compliance Verified</b>
<b>61 Traffic</b>	
61.1.1 Selective Enforcement Activities*	<b>Compliance Verified</b>
61.3.4 School Crossing Guards*	<b>Not Applicable by Function</b>
<b>71 Processing and Temporary Detention</b>	
71.3.1 Procedures (LE1)	<b>Not Applicable by Function</b>
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	<b>Not Applicable by Function</b>
71.4.2 Fire Prevention/Suppression (LE1)	<b>Not Applicable by Function</b>
71.4.3 Inspections* (LE1)	<b>Not Applicable by Function</b>
<b>72 Holding Facility</b>	
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	<b>Not Applicable by Function</b>
72.4.8 Alerting Control Point	<b>Not Applicable by Function</b>
72.4.9 Panic Alarms*	<b>Not Applicable by Function</b>
<b>73 Court Security</b>	
73.4.3 Duress Alarms*	<b>Not Applicable by Function</b>
73.5.17 Facility Security Inspections*	<b>Not Applicable by Function</b>

Standards	Findings
73.5.19 Panic Alarms*	Not Applicable by Function
81 Communications	
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.4 Crime Reporting	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

***Comments:***

No report comments provided.

***Findings***

NA

***Public Portal Summary***

There were two comments received on the public comment portal. One was a test entry. The other was an anonymous entry praising the professionalism of the agency and their high level of law enforcement services.

***Statistical Data Tables***

The data tables are complete and consistent with the established reporting parameters.

***Summary:***

**Number of Interviews Conducted:** 0

**Compliance Services Member(s):** Tim Garner (CSM)

**Web-Based Assessment Start Date:** 06/07/2024

**Web-Based Assessment End Date:** 06/15/2024

<b>Standards Issues</b>	0
<b>Waiver</b>	0
<b>Applicable Mandatory (M)</b>	299
<b>Applicable Other-Than-Mandatory (O)</b>	54
<b>Not Applicable</b>	108
<b>Total:</b>	461
<b>Elect 20% (O)</b>	10

**Percentage of applicable other-than-mandatory standards:**

81.481 %

***Response from Agency Regarding Findings:***

CEO Feedback not provided.

## SITE-BASED ASSESSMENT

8/30/2024

### *Observable Standards Review*

All applicable observable standards were found to be in compliance.

### *Summary of Agency Adjustments to Standards Issues*

No adjustments were required.

### *Summary Public Access Portal*

Public portal is available on the Agency website. There were only two entries, one in September 2023 and one in June 2024 praising the Agency for professionalism.

### *Area of Interest: Communication*

The Agency operated and maintained the Statewide Agency Radio System (STARS) network that supported most of the State of Virginia's Emergency Services with a total of twenty-three user agencies and six federal partners. The STARS network typically handled an excess of 11,000,000 active calls during any year with roughly 60% of those being voice communications and the remainder data messages. STARS operated two real time redundant identical systems at different geographic regions to ensure that the network would always be operable. The system was continuously backed up and had all security and backup power measures in place.

The Agency utilized a private partnership with cell phone providers to link STARS to their cellular network to prevent communication interruptions in the State's eight vehicular tunnels.

The STARS network was self-maintained by the Agency's 150 Communication Division's employees who have received extensive training to operate, maintain, and repair the network.

A recent Phase 5 upgrade significantly enhanced the STARS system's capabilities. The upgrade corrected deficiencies discovered during major incidents to include when the Agency's employees could not use their radios during the January 6th actions in Washington DC.

Cadets began their training and familiarization with the sophisticated portable radios while they were in the Academy. The new portable radios were hybrids of the traditional Motorola radio and a cell phone, complete with a screen. The portable radios provided real time mapping capabilities so that the troopers could see where others were located.

The communications process was augmented through COMLINC who maintain the physical sites for the communications towers and related software. COMLINC technicians received extensive training beyond just the technical aspect, each were trained in both team and self-rescue as they often worked in remote locations where a timely response by EMS was not possible. The tower technicians were also trained as emergency medical responders who must pass an annual physical examination. In addition to the fixed sites, COMLINC maintained ten portable communication systems that were physically tested each month. These mobile communication links could be established in approximately twenty minutes.

The communication section supported the Agency's In-Car Camera and license plate readers (LPR) systems. Each patrol vehicle was equipped with a state-of-the-art In-Car Camera and LPR system that served as a Wi-Fi hot spot for the trooper. The Agency had a small number of Body Worn Cameras (BWC) in operation primarily used by the tactical

teams. Anticipating that BWC may be issued in the future, each patrol car was already equipped with a BWC charger to prevent down-time to retrofit in the future.

The Agency was not immune to the recruiting challenges faced by law enforcement across the country. The Agency implemented two new pre-academy opportunities, one of which, Pathway to Trooper, was tied directly to communications. This new program offered 18- to 20-year-olds, who want to become troopers, the opportunity to join the agency as dispatchers. The department would then reserve a spot for that individual in the first upcoming basic Academy in which they were eligible, provided the applicant successfully completed all three phases of the hiring process. The Agency planned to mentor the Pathway to Trooper participant to reduce poor choices that often disqualify someone from becoming a police officer. In addition, they will be offered college classes to work on basic skills such as writing and communication and upon graduation from the Academy they will earn a two-year associates degree. The agency hoped to expand the Pathway to Trooper beyond communications and offer opportunities to join other units such as sex offenders, planning and research, or even one of the technical fields. As of the onsite the agency had four participants in the program with five additional ready to be hired.

Supervisors at all levels were aware of their roles and made appropriate responses to scenes, conducted proper reviews, and were cognizant of guiding policy.

The written directives for Communication were well-written, easily understood, and complied with the CALEA recognized standards. Any new directives, updates, or additions were sent to agency personnel through the training portal where acknowledgements of review were archived.

#### ***Area of Interest: Response to Active Threats/Critical Incident***

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The Agency's training curriculum provided a solid foundation to prepare troopers to respond to active threats and function at critical incidents. Training for all troopers was guided by the agency's policies and with the integration of firearms, crowd control, incident command, NIMS, and Active Shooter training they exceeded the standard on preparedness.

The Agency's pinnacle training event was known as the "Mega Practical." This immersion training was a weeklong program where the cadets lived in a mock 700-acre town and worked shifts to patrol the town. Trained troopers role played real incidents, such as car stops, or domestic disturbances designed to create real-life stressful decision-making scenarios. The practical included arrests, warrants, and expedited trials with volunteer real-life prosecutors and judges to give the full experience. The Mega Practical required a significant number of resources that reflected the commitment the Agency had to prepare the troopers to be able to respond to any call up to and including a critical incident upon graduation.

The lessons learned from comprehensive after-action reviews (AAR) of the many critical incidents from civil unrest to Covid have aided in the evolution of their current training curriculum and AHP. The Agency identified a deficit in their practice of the Incident Command System (ICS) and created three credentialed ICS teams to assist with preparation or management of a critical incident. One of the members on the Agency's ICS teams was credentialed and served on a Federal ICS team.

Another lesson learned was that Tactical Field Force (TFF) was not large enough to be flexible and reactive, so the Agency trained and equipped every patrol trooper as a member of TFF. Today, the Agency had a ready response TFF of 1200 troopers augmented by the Virginia National Guard.

All troopers received ongoing annual training on critical incident response to include shift briefings, in-service, and scenario-based training.

The Agency maintained numerous full and part time units across the State to prevent or mitigate active threats or

critical incidents. These units include a Tactical Field Force, canine, aviation, and SWAT. All units have strict criteria for assignment and training that met or exceeded all applicable standards.

The Agency maintained a fleet of tactical vehicles for the SWAT Units as well as mobile command posts, forensic detection, and drones. All personnel authorized to operate any special vehicle had received proper training.

Supervisors at all levels were aware of their roles and made appropriate responses to scenes, conducted proper reviews, and were cognizant of guiding policy.

The written directives for Response to Active Threats and Critical Incidents were well-written, easily understood, and complied with the CALEA recognized standards. Any new directives, updates, or additions were sent to agency personnel through the training portal where acknowledgements of review were archived.

### *Area of Interest: Traffic Operations/Enforcement*

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Keeping motorists safe on the roadways was a high priority for the Agency. The state was geographically divided into forty-nine areas spread across seven Divisions that housed approximately 1200 Troopers whose primary mission was patrol and traffic enforcement.

Troopers assigned to patrol all received extensive basic and ongoing verifiable training, that met or exceeded standards in both criminal and traffic investigations. Extra emphasis was placed on pursuit policy and driving, as well as legal intervention and use of force. Troopers were expected to respond to calls for service, patrol, enforce traffic laws, and conduct criminal and traffic investigations. Specialized highly trained Crash Reconstruction Teams handled fatal or serious personal injury cases.

Traffic functions were supported by several specialized units to include aviation, motor carrier/weight for commercial trucks, as well as motorcycle units assigned to each Division. Each of these specialized units was staffed by fully trained and certified operators. Most of the motorcycles were assigned to the metro regions and frequently trained with other agencies as they often co-support motorcades and other VIP escorts.

The Agency used a data-analysis model in partnership with local university to identify areas on the interstate highway with the highest volume of fatal crashes and in 2023 launched a new initiative called: Operation DISS-RUPT.

Operation DISS-RUPT was a highway safety initiative in partnership with the Virginia Department of Transportation (VDOT) that focused on the four main causes of fatal and serious injury crashes: distractions, impairment, speeding, and seat belt violations across the interstate system. The primary goal of this initiative was to achieve zero fatal crashes during the enforcement period and to reduce the total number of crashes on the four major interstate highways by 10% annually. Additionally, the project aimed to educate the public on traffic laws through social media and physical presence at rest stops along the interstate system.

Thus far, the Agency conducted initiatives in two cycles: the first from September 2023 through February of 2024 and the second from March 2024 through the end of August 2024. During these time periods the Agency would saturate a specific area for 48 hours, around the clock, with high visibility enforcement and education. To date, there were no fatal crashes during each of the 48-hour initiatives with an overall reduction in crashes by 40%. The theory of the right place, right time, and right type of enforcement proved to be a successful concept. The Agency planned to continue DISS-RUPT through the end of August 2025.

In addition to DISS-RUPT, the Agency managed over \$1.8 Million in Highway Safety Grants to provide traffic and DUI enforcement. Troopers worked the special details as an overtime assignment in areas specifically identified through extensive data analysis.

Supervisors at all levels were aware of their roles and made appropriate responses to scenes, conducted proper reviews,

and were cognizant of guiding policy.

The written directives for Traffic Operations & Enforcement were well-written, easily understood, and complied with the CALEA recognized standards. Any new directives, updates, or additions were sent to agency personnel through the training portal where acknowledgements of review were archived.

### *Area of Interest: Investigation Initiatives*

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The Investigative Initiatives of the Virginia State Police (VSP) was a critical component, responsible for conducting comprehensive investigations into serious crimes across the Commonwealth of Virginia. The Investigative Initiatives were structured into several specialized units, each focused on a specific type of crime or aspect of criminal investigations. These units included:

- The Human Trafficking Unit's primary role was to identify, investigate, and disrupt human trafficking networks, as well as rescue victims and bring perpetrators to justice. The unit typically includes agents, analysts, and victim advocates who collaborate with federal, state, and local agencies, as well as non-governmental organizations (NGOs), to address both sex trafficking and labor trafficking cases.
- The Gaming Unit (GU) ensured that gaming operations, such as casinos, lotteries, online gambling platforms, and other forms of betting, complied with local, state, and federal regulations. The unit may also be involved in combating illegal gambling activities, preventing fraud, and ensuring the integrity of gaming establishments.
- The Violent Crimes Unit was an initiative of the Governor's Office to address violent crime in 13 cities across the Commonwealth of Virginia. The initiative provided suppression, intervention and prevention strategies for communities and cities across the state to combat violent crime, focusing on a comprehensive approach to enhance public safety across the state.

The success of the Investigative Initiatives was supported by several key functions:

- Crime Scene Investigation: Agents were trained to meticulously process crime scenes, collect and preserve evidence, provide forensic analysis, fingerprinting, and the use of advanced technologies such as DNA profiling.
- Case Management: Each case was managed by a team of agents who followed the investigation from the initial crime scene to the courtroom to ensure continuity and thoroughness in the investigative process.
- Collaboration with Other Agencies: Agents frequently collaborated with other law enforcement agencies and administrative agencies, including the FBI, DEA, ATF and IRS to address crimes that cross jurisdictional boundaries.
- Community Engagement: The agents recognize the importance of building trust within the community. Agents worked closely with community law enforcement agencies, community leaders, and organizations to encourage cooperation and ensure that residents felt safe and supported.

The Agency continually adapted to challenges through innovation and the adoption of new technologies. The Agency placed strong emphasis on ongoing training and professional development for its agents. To effectively manage its workload, the Agency employed a strategic approach to resource allocation, prioritized cases based on factors such as severity, public safety impact, and available leads.

Through its diligent work, the Agency solved numerous high-profile cases, brought dangerous criminals to justice, and contributed to the overall reduction of crime in many statewide jurisdictions. Notable achievements included the successful resolution of complex homicide cases, the dismantling of major drug and gang networks, and the protection of vulnerable populations through targeted investigations.

Supervisors at all levels were aware of their roles and made appropriate responses to scenes, conducted proper reviews, and were cognizant of guiding policy.

The written directives for Criminal Investigative Initiatives were well-written, easily understood, and complied with the CALEA recognized standards. Any new directives, updates, or additions were sent to agency personnel through the training portal where acknowledgements of review were archived.

## *Findings*

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The Agency was found to be a respected professional state law enforcement agency. It was apparent based on interviews, observations, and actions that the spirit of CALEA thrived within the Agency's culture. The Agency was no doubt the premier law enforcement agency across the state as well as the region.

It was evident that the Agency had built strong relationships across the state with other law enforcement entities. This type of relationship building can be a challenge for some state police organizations. An example of this relationship was that the Agency utilized other police department's facilities to interview and/or temporarily detain suspects because none of the Agency's facilities accommodate detention. Conversely, the Agency willingly and frequently provided major resources to the smaller law enforcement departments ranging from aviation to critical incident management.

Many of the Agency's forty-nine facilities spread across the entire state were ageing yet well maintained and utilized. During the assessment numerous area offices were visited for the primary purpose of looking at how evidence was managed. All facilities were found to be compliant with all CALEA standards. The CEO and executive staff were very receptive to suggestions for the facilities to allow them to exceed CALEA standards.

The Agency was not afraid to step up and address critical issues in the community. For example, in 2023 they launched an aggressive effort (DISS-RUPT) to address aggressive and dangerous driving that had increased after civil unrest and Covid. This initiative was still in its infancy stage and was resource-intensive, yet the organization was committed to its continuation to best protect the citizens on the highways.

There was a clear cause and effect between the requirements of the standards and the Agency's policies. There was buy in at all levels not just because CALEA required something be done a certain way, but because they wanted to do things the right way.

When asked about how being accredited impacted their function and improved their delivery of services, members of the organization communicated confidence that because of CALEA their policies and practices align with the nation's best practices. Some quotes and themes from personnel included:

- Drives quality
- Clear direction
- professionalism
- Standardization
- Streamlined processes
- Fairness
- Gives us the "why"
- Lens
- Compass
- accountability
- confidence in our policies
- Guardrails
- "It's important"

The Agency was found not only to be people driven but data driven. The Agency collected, analyzed, shared, and

responded to the data and information it collected. The reports contained valuable information on how the Agency operated at any given time. With these reports, when analyzed with accreditation expectations, the agency could effect changes in policy, procedure and training as needed. Accreditation was their culture from the top all the way to the newest employee. The Agency did more than talked-the-talk, they walked-the-walk.

### *Interview: Agency*

Fifty five (55) persons were contacted and/or interviewed during the onsite assessment. The bulk of interviews were conducted in a group environment, especially for the Areas of Interest, to best understand their roles in these focus areas. The results of these interviews are reflected in each individual Area of Interest and findings.

### *Interview: Parent/Partner Agencies*

The Charles City County's Commonwealth Attorney (CA), who was the top elected prosecutor, stated "I want for nothing" when it comes to prosecuting cases for the Agency, especially from BCI. The CA indicated the young Troopers were eager to learn and generally found the Agency's presentation of a case was far more robust the other agencies. They indicated they were totally satisfied and loved the Agency.

The Director of Criminal Sentencing for the State of Virginia was contacted by the assessment team. They related the mission of their organization was to work with the Virginia State Police to ensure that sentencing in Virginia was fair, consistent, and aligned with the state's legal and ethical standards while at the same time reflected the severity and complexity of these offenses. Over the years, the relationship has moved away from reaction to a data driven proactive model. This evolution has also been driven by the need to address emerging trends in crime and sentencing, such as the opioid crisis and the increased use of technology in criminal activities. Moving forward, priorities included enhancing the use of technology and data analytics to improve sentencing outcomes to include efforts to address issues such as racial disparities in sentencing. The interviewee said it was a privilege to work with the Agency to ensure that Virginia remained a safe and just place for all its residents.

The Director of Forensic Science was contacted by the assessment team. They indicated that the worked closely with law enforcement agencies, particularly the Virginia State Police, to support criminal investigations by providing the scientific expertise and analysis necessary to solve cases and secure convictions. Collaboration with the Virginia State Police will continue to grow stronger as they adopt new tools and methods. "It's a privilege to work alongside the Virginia State Police and contribute to the important work they do in protecting our communities."

### *Interview: Community*

No interviews conducted.

### *Summary:*

**Number of Interviews Conducted:** 55

**Assessors' Names:** John Campanella, Ernest Cuthbertson

**Site-Based Assessment Start Date:** 07/29/2024

**Site-Based Assessment End Date:** 08/02/2024

## STATISTICS AND DATA TABLES

### Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency’s use of standards to address the standards' intent

### Traffic Warnings & Citations - Reaccreditation Year 1

**Data Collection Period:** 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	10048	85070	95118
Black Non-Hispanic Male	5898	38979	44877
Hispanic Latino Any Race Male	2110	11675	13785
Other Male	859	10597	11456
White Non-Hispanic Female	0	0	0
Black Non-Hispanic Female	0	0	0
Hispanic Latino Any Race Female	0	0	0
Other Female	0	0	0
<b>TOTAL</b>	<b>18915</b>	<b>146321</b>	<b>165236</b>

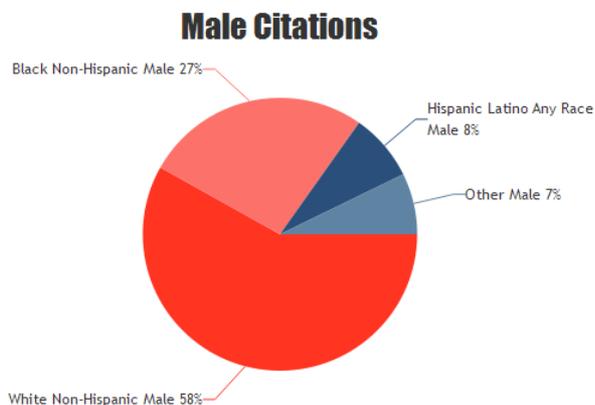
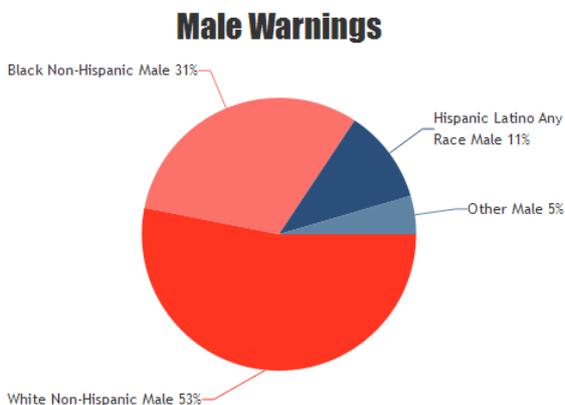
### Reaccreditation Year 1 Notes:

-In the summer of 2020, the Virginia State Police had transitioned from the MAPPER legacy system which does not capture the gender of the violator to the CAD system. The transition was based on the July 1, 2020 legislative act Community Policing Data Collection. The totals for each race reflect the combined totals for both genders, Male and Female for citations and warnings.

-The 2020 COVID-19 pandemic had also significantly impacted the Department. As a result, agency personnel implemented a number of safety precautions with close contact settings.

Source:

-Annual Profiling Evaluations



*Legend*

White Non-Hispanic Male

Black Non-Hispanic Male

Hispanic Latino Any Race Male

Other Male

**Traffic Warnings & Citations - Reaccreditation Year 2**

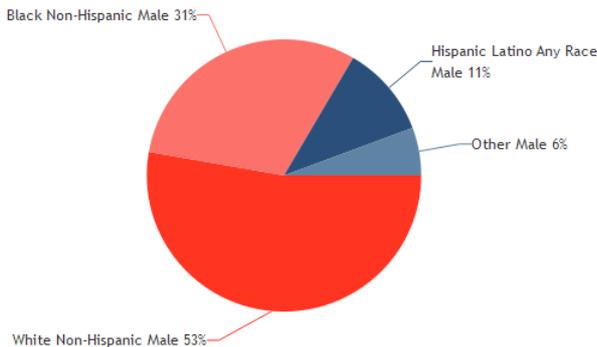
**Data Collection Period: 1/1/2021 - 12/31/2021**

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	23042	68231	91273
Black Non-Hispanic Male	13377	32698	46075
Hispanic Latino Any Race Male	4764	12778	17542
Other Male	2482	7290	9772
White Non-Hispanic Female	10514	37651	48165
Black Non-Hispanic Female	5663	18955	24618
Hispanic Latino Any Race Female	1058	3504	4562
Other Female	847	2824	3671
<b>TOTAL</b>	<b>61747</b>	<b>183931</b>	<b>245678</b>

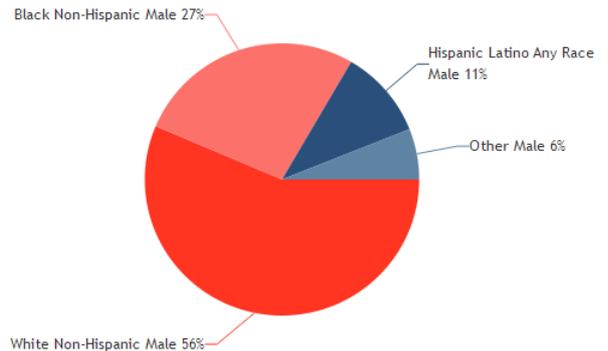
**Reaccreditation Year 2 Notes:**

-Virginia State Police collects data using data from the Computer-Aided Dispatch System unto an Excel spreadsheet for Community Policing Data Collection. Reporting period runs from January 1 to December 31 each year.

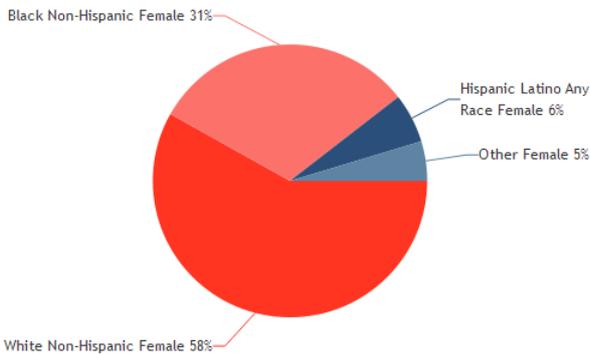
**Male Warnings**



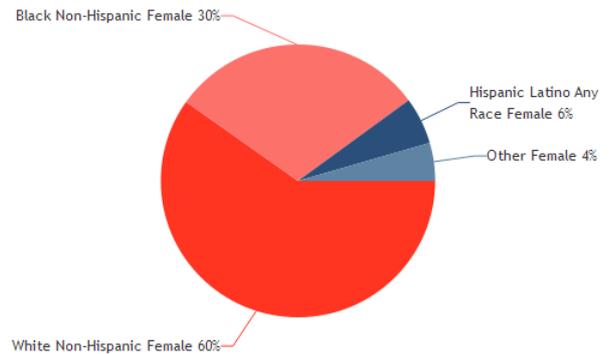
**Male Citations**



**Female Warnings**



**Female Citations**



**Legend**

- White Non-Hispanic Male
- Black Non-Hispanic Male
- Hispanic Latino Any Race Male
- Other Male

## Traffic Warnings & Citations - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

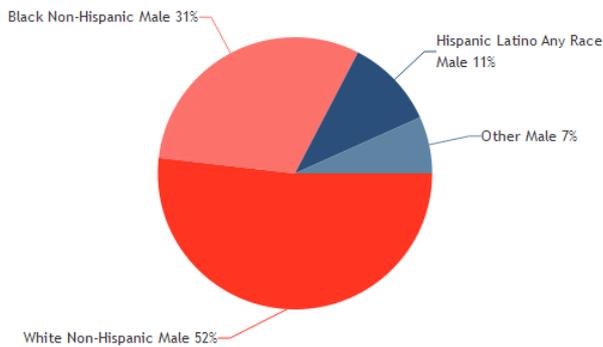
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	23116	61660	84776
Black Non-Hispanic Male	13716	31221	44937
Hispanic Latino Any Race Male	4754	14653	19407
Other Male	3009	7804	10813
White Non-Hispanic Female	11375	32251	43626
Black Non-Hispanic Female	6126	16979	23105
Hispanic Latino Any Race Female	1105	3657	4762
Other Female	869	2734	3603
TOTAL	64070	170959	235029

### Reaccreditation Year 3 Notes:

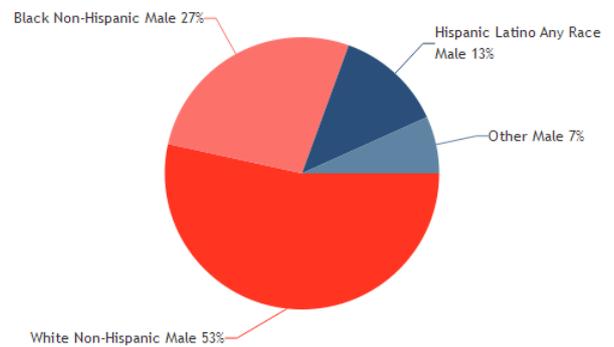
-Virginia State Police collects data using data from the Computer-Aided Dispatch System unto an Excel spreadsheet for Community Policing Data Collection.

-Reporting period runs from January 1 to December 31 each year.

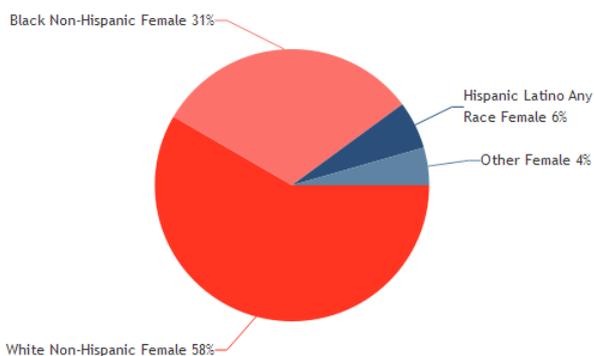
#### Male Warnings



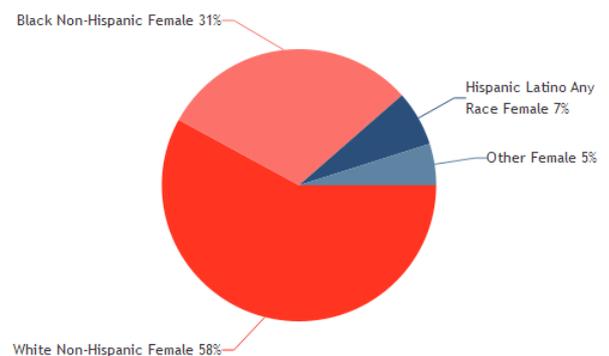
#### Male Citations



#### Female Warnings



#### Female Citations



### Legend

White Non-Hispanic Male

Black Non-Hispanic Male

Hispanic Latino Any Race Male

Other Male

**Traffic Warnings & Citations - Reaccreditation Year 4**

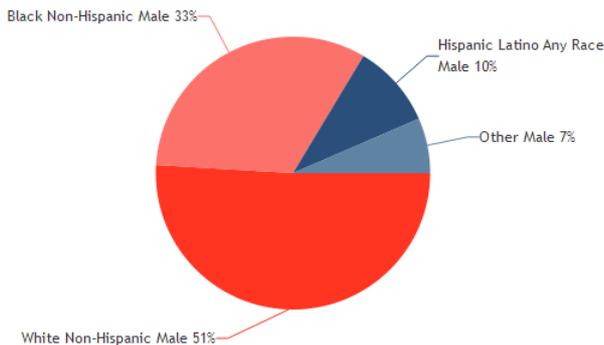
**Data Collection Period: 1/1/2023 - 12/31/2023**

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	26965	83598	110563
Black Non-Hispanic Male	17258	41446	58704
Hispanic Latino Any Race Male	5239	20975	26214
Other Male	3450	11200	14650
White Non-Hispanic Female	13086	44272	57358
Black Non-Hispanic Female	8006	22990	30996
Hispanic Latino Any Race Female	1291	5356	6647
Other Female	931	4011	4942
<b>TOTAL</b>	<b>76226</b>	<b>233848</b>	<b>310074</b>

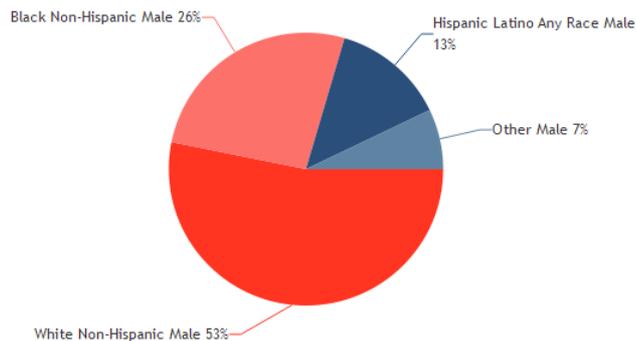
**Reaccreditation Year 4 Notes:**

Source: VSP Computer-Aided Dispatch System.

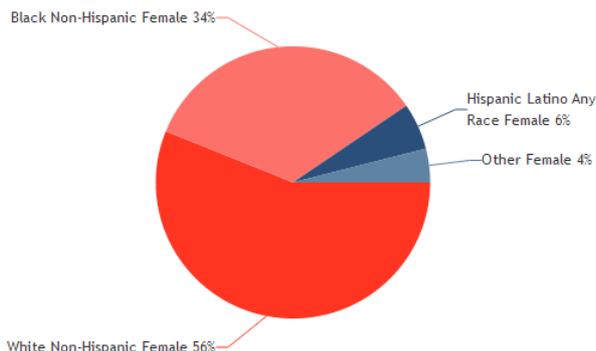
**Male Warnings**



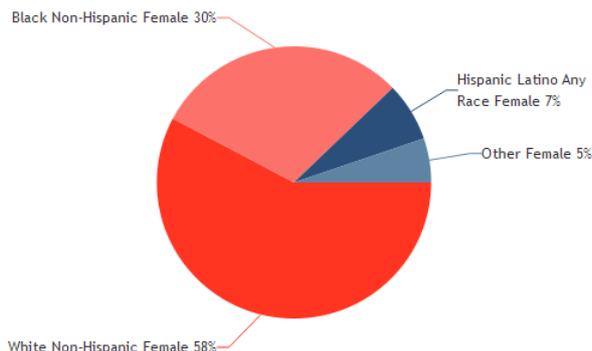
**Male Citations**



**Female Warnings**



**Female Citations**



**Legend**

- White Non-Hispanic Male
- Black Non-Hispanic Male
- Hispanic Latino Any Race Male
- Other Male

### ***Biased Based Profiling***

**Year 1 Data Collection Period:** 1/1/2020-12/31/2020

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-12/31/2023

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	5	3	1	4
Field Contacts	0	0	0	0
Asset Forfeiture	0	0	0	0

#### ***Reaccreditation Year 1 Notes:***

-The Director of the Office of Internal Affairs is responsible for the annual evaluation of agency practices, to include citizen concerns.

-The agency tracks internal affairs investigations with IA PRO, which does not track whether bias-based profiling complaints were generated as a results of the asset forfeiture process.

Source:

-Annual Profiling Evaluations

#### ***Reaccreditation Year 2 Notes:***

-2020 CORRECTION: The correct "Traffic Contacts" and "Field Contacts" for 2020 are 5 and 0.

-The Director of the Office of Internal Affairs is responsible for the annual evaluation of agency practices, to include citizen concerns.

-The agency tracks internal affairs investigations with IA PRO, which does not track whether bias-based profiling complaints were generated as a result of the asset forfeiture process.

Source:

-Annual Profiling Evaluations

#### ***Reaccreditation Year 3 Notes:***

-The Director of the Professional Standards Division is responsible for the annual evaluation of agency practices, to include citizen concerns.

-The agency tracks internal affairs investigations with IA PRO, which does not track whether bias-based profiling complaints were generated as a result of the asset forfeiture process.

Source: -Annual Profiling Evaluations

#### ***Reaccreditation Year 4 Notes:***

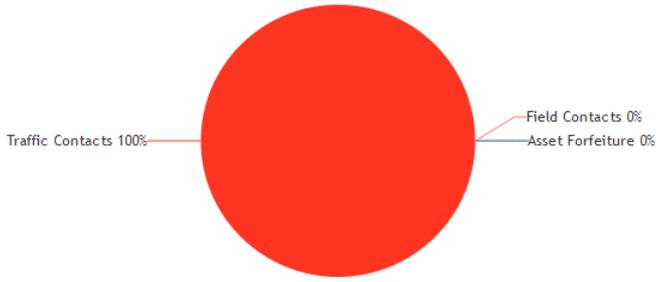
-The Director of the Professional Standards Division is responsible for the annual evaluation of agency practices, to include citizen concerns.

-The agency tracks internal affairs investigations with IA PRO, which does not track whether bias-based profiling complaints were generated as a result of the asset forfeiture process.

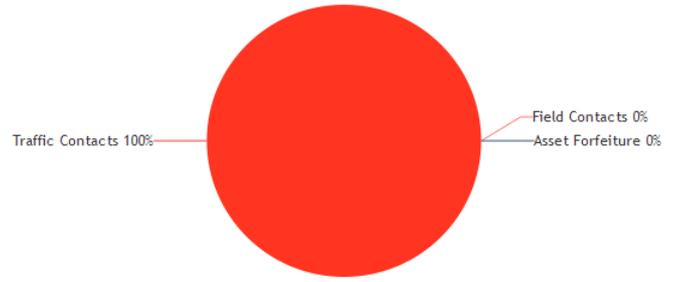
Source:

-Annual Profiling Evaluations

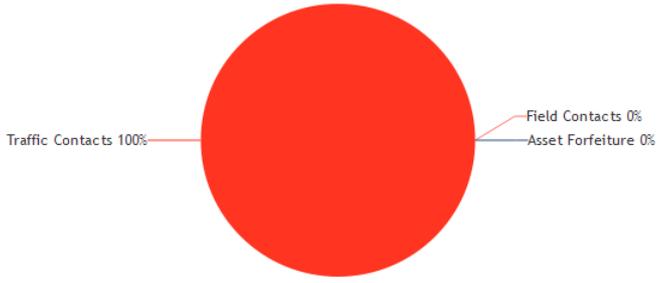
## Complaints



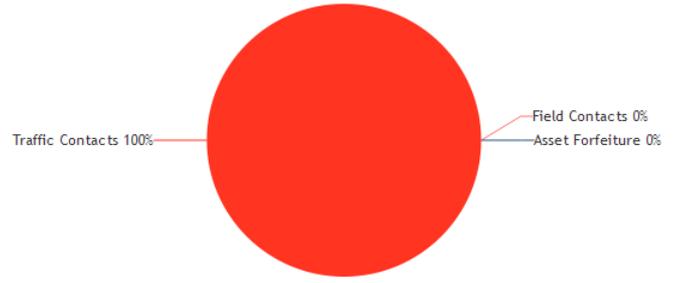
## Complaints



## Complaints



## Complaints



### *Legend*

Traffic Contacts

Field Contacts

Asset Forfeiture

**Use Of Force - Reaccreditation Year 1**

**Data Collection Period: 1/1/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									26
Discharge	8	0	0	0	0	0	0	0	8
Display Only	6	5	7	0	0	0	0	0	18
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	2	0	3	0	1	0	0	0	6
Chemical/OC	3	0	10	0	0	0	0	0	13
Weaponless	53	8	36	2	1	0	5	0	105
Canine									2
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	1	0	1	0	0	0	0	0	2
Total Uses of Force	73	13	57	2	2	0	5	0	152
Total Number of Incidents Resulting In Officer Injury or Death	29	0	1	0	1	0	3	0	34
Total Use of Force Arrests	85	10	77	3	1	0	4	0	180
Total Number of Suspects Receiving Non-Fatal Injuries	64	8	35	2	1	0	5	0	115
Total Number of Suspects Receiving Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Agency Custodial Arrests	4225	1424	2690	599	0	0	301	61	9300
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

**Reaccreditation Year 1 Notes:**

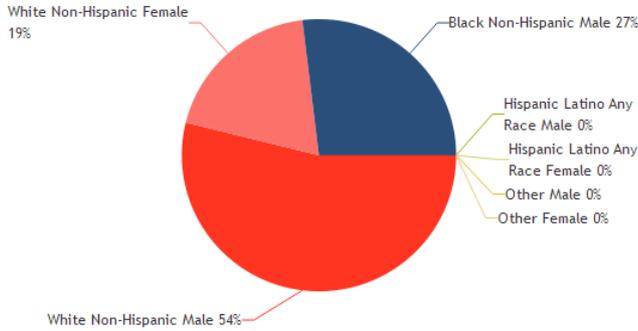
-General Order OPR 5.01 requires the completion of an SP-80, Use of Force/Injury to Prisoner Report by all sworn employees who use force. In incidents where more than one sworn employee used force, multiple SP-80 reports were generated. Sworn employees must also complete an SP-80 when the person arrested is injured or complains that he/she is injured at any time and by any means while in custody of a sworn employee or an officer assisting or being assisted by a sworn employee. The statistical data provided is based on data from all reports submitted to document use of force

and/or suspect resistance.

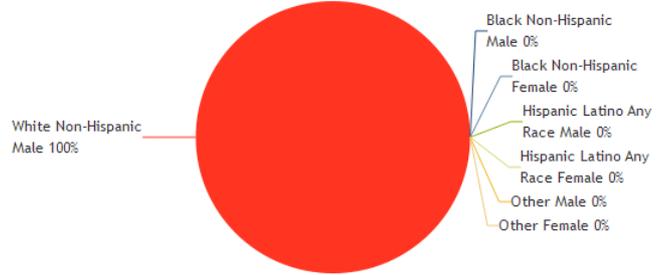
-Due to the CIMRS auto-generated totals fields , the Total Uses of Force should be 195 (91 W/M, 10 W/F, 77 B/M, 6 B/F, 6 H/M, 0 H/F, 5 O/M, and 0 O/F).

-The Department collects data on The race and ethnicity of suspects with custodial arrests. However, The current system housing the collected data can only generate a report combining "Hispanic Latinos" with "Other."

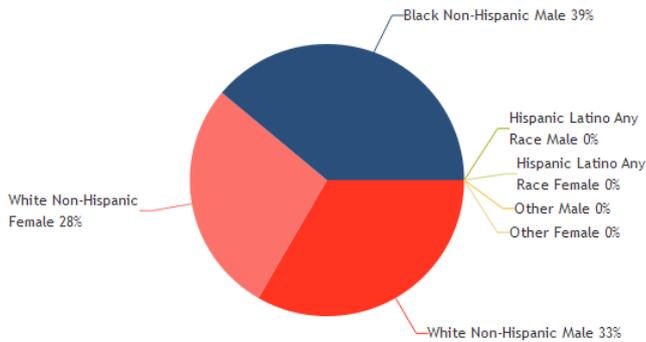
**Total Firearm**



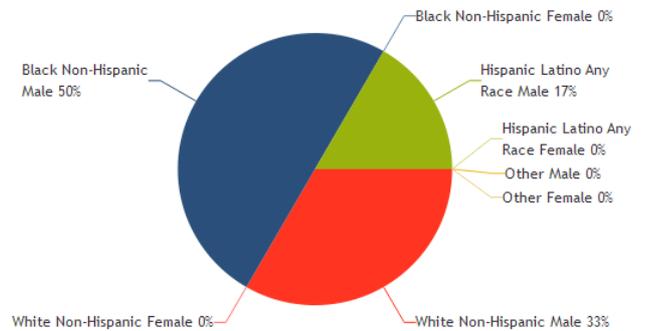
**Firearm Discharge**



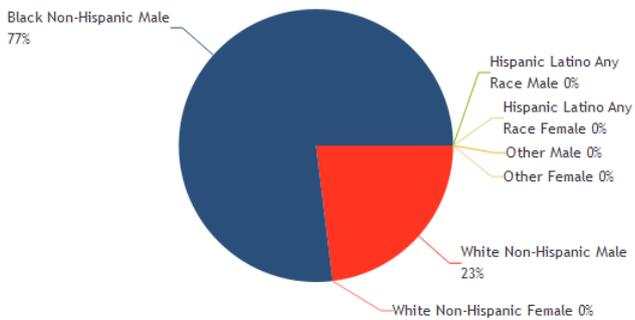
**Firearm Display**



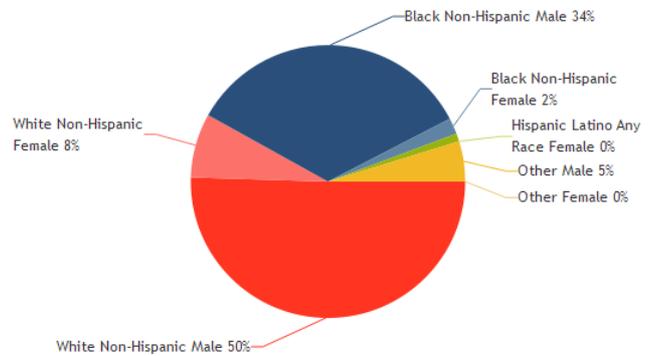
**Baton**



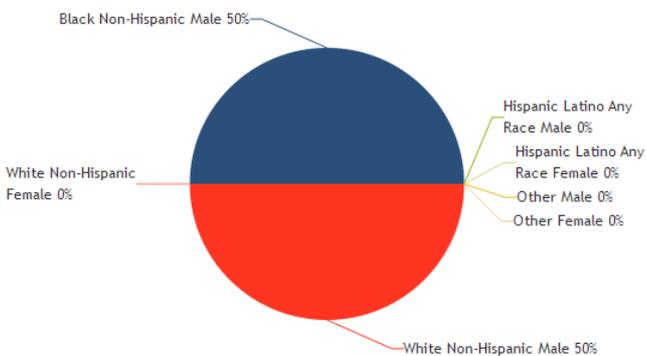
**Chemical/OC**



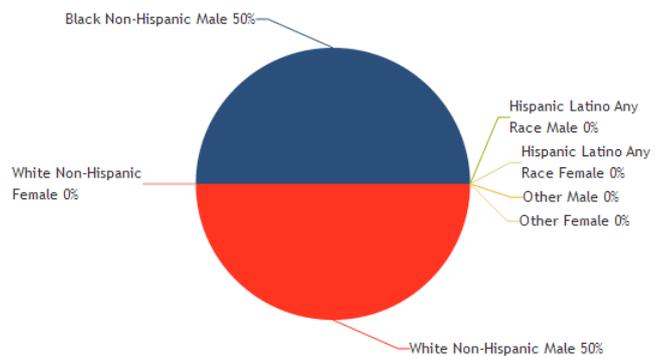
**Weaponless**



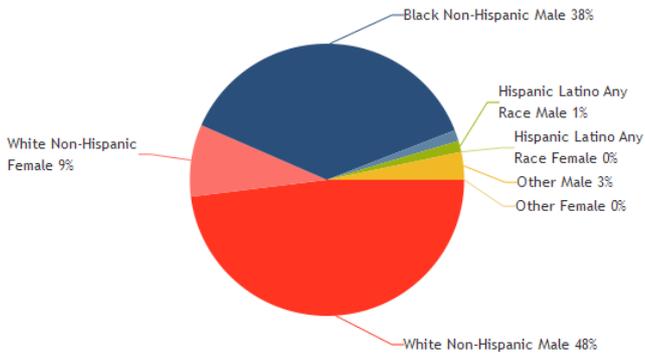
**Total Canine**



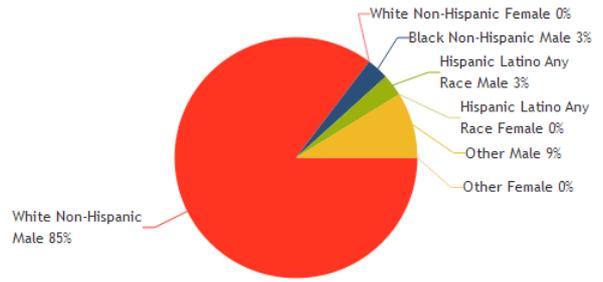
**Canine: Release and Bite**



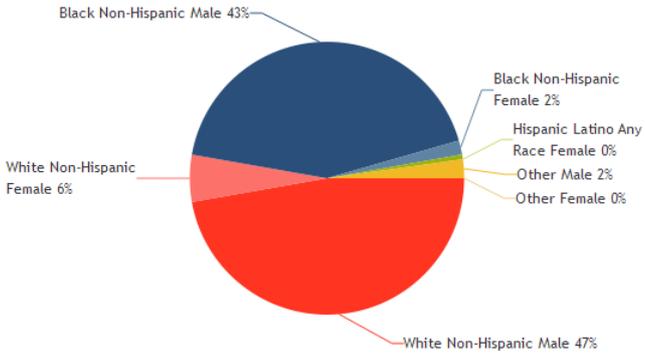
### Total Uses of Force



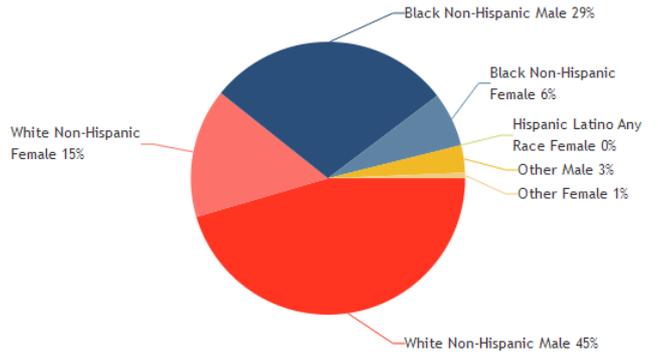
### Total Number of Incidents Resulting in Officer Injury or Death



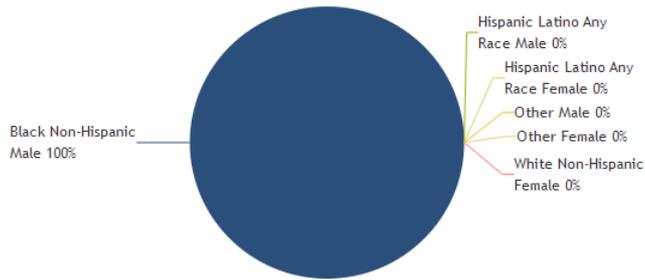
### Total Use of Force Arrests



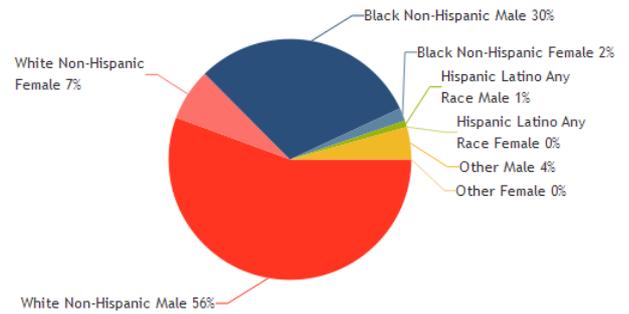
### Total Agency Custodial Arrests



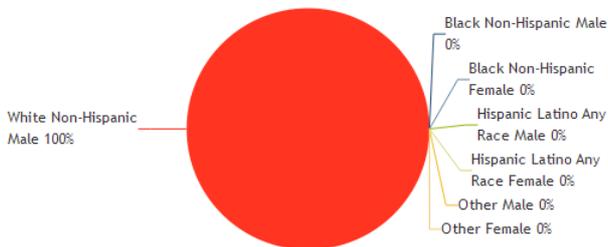
### Total Use of Force Complaints



### Total Number of Suspects Receiving Non-Fatal Injuries



### Total Number of Suspects Receiving Fatal Injuries



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

**Use Of Force - Reaccreditation Year 2**

**Data Collection Period: 1/1/2021 - 12/31/2021**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									16
Discharge	10	0	0	0	0	0	0	0	10
Display Only	6	0	0	0	0	0	0	0	6
ECW									0
Discharge Only	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
Baton	4	0	0	0	0	0	0	0	4
Chemical/OC	13	0	1	0	0	0	0	0	14
Weaponless	41	3	20	5	2	0	5	0	76
Canine									7
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	7	0	0	0	0	0	0	0	7
Total Uses of Force	81	3	21	5	2	0	5	0	117
Total Number of Incidents Resulting In Officer Injury or Death	31	0	2	0	0	0	1	0	34
Total Use of Force Arrests	77	12	58	10	3	0	2	0	162
Total Number of Suspects Receiving Non-Fatal Injuries	53	9	40	7	0	0	3	1	113
Total Number of Suspects Receiving Fatal Injuries	2	0	3	0	0	0	0	0	5
Total Agency Custodial Arrests	4658	1601	3056	714	0	0	53	20	10102
Total Use of Force Complaints	1	0	0	0	0	0	0	0	1

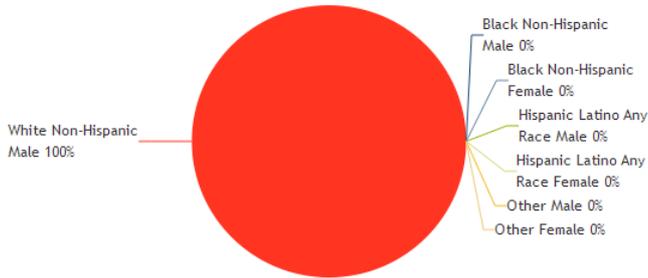
**Reaccreditation Year 2 Notes:**

-General Order OPR 5.01 requires the completion of a Use of Force BlueTeam Incident by supervisors of all sworn employees/sex offender compliance officers. Use of Force BlueTeam Incidents must also be completed when the person arrested is injured or complains that he/she is injured at any time and by any means while in custody of a sworn employee or an officer assisting or being assisted by a sworn employee. The statistical data provided is based on data from all incidents submitted in BlueTeam to document use of force and/or suspect resistance.

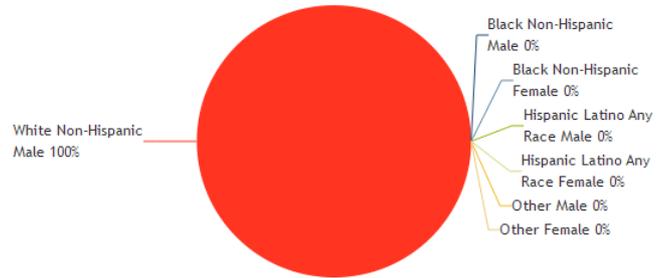
-Due to the CIMRS auto-generated totals fields , the Total Uses of Force should be 200 (95 W/M, 15 W/F, 72 B/M, 12 B/F, 3 H/M, 0 H/F, 3 O/M, and 0 O/F).

-The Department collects data on the race and ethnicity of suspects with custodial arrests. However, the current system housing the collected data can only generate a report combining "Hispanic Latinos" with "Other."

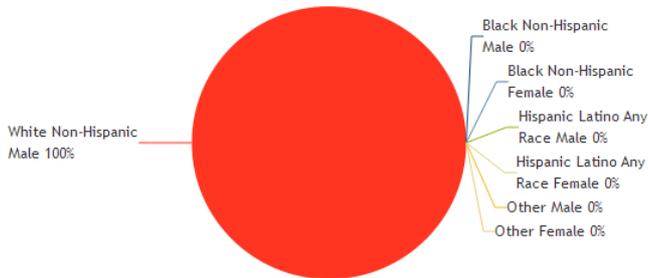
### Total Firearm



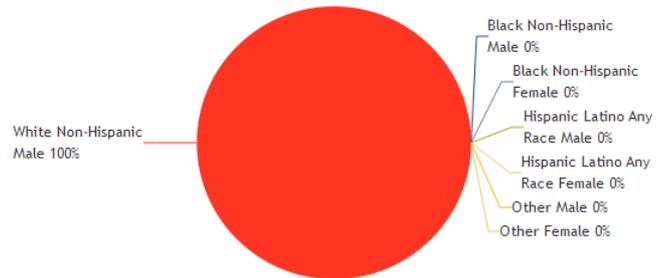
### Firearm Discharge



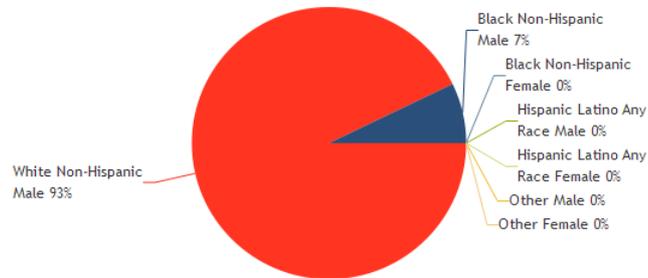
### Firearm Display



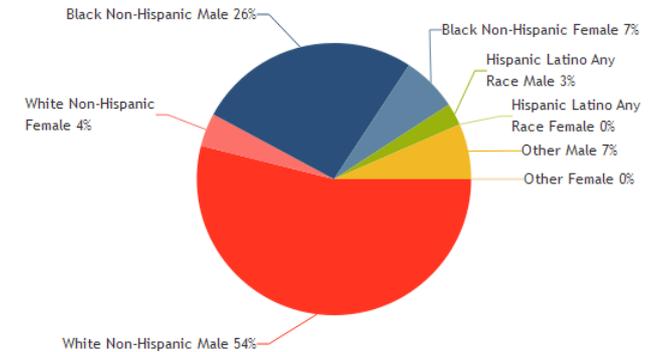
### Baton



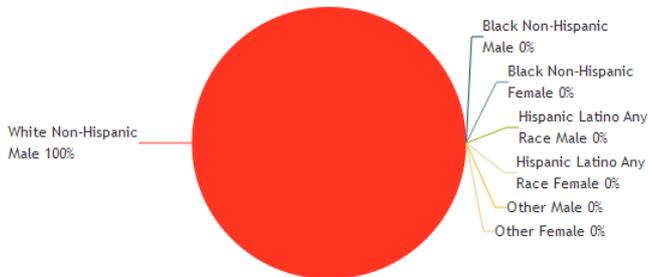
### Chemical/OC



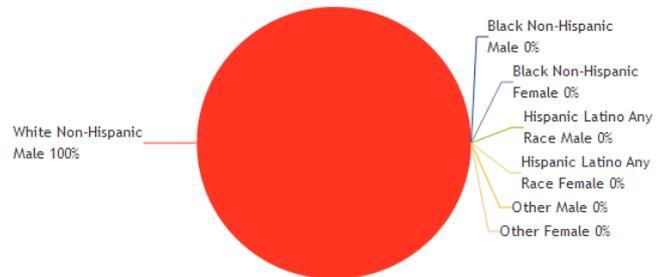
### Weaponless



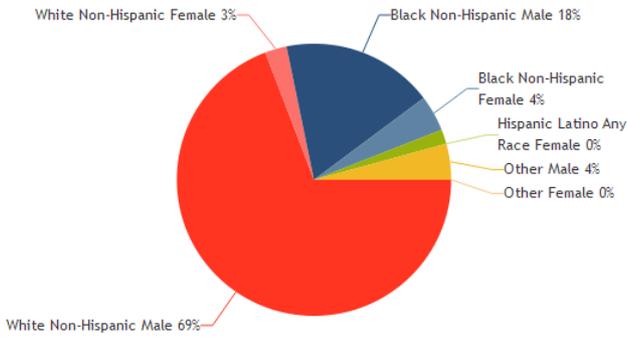
### Total Canine



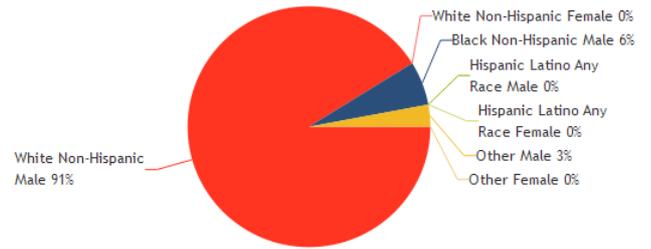
### Canine: Release and Bite



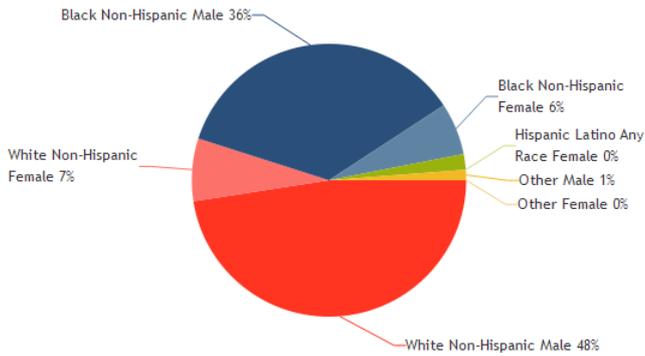
### Total Uses of Force



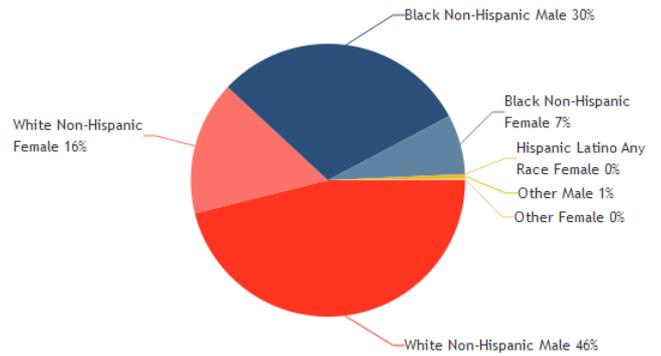
### Total Number of Incidents Resulting in Officer Injury or Death



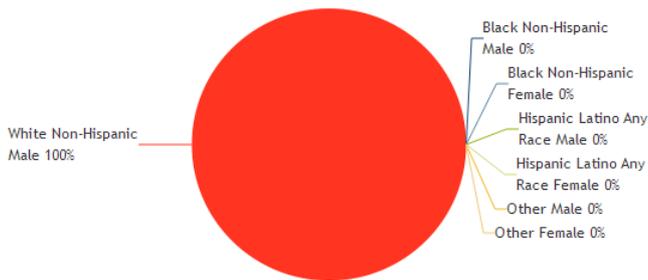
### Total Use of Force Arrests



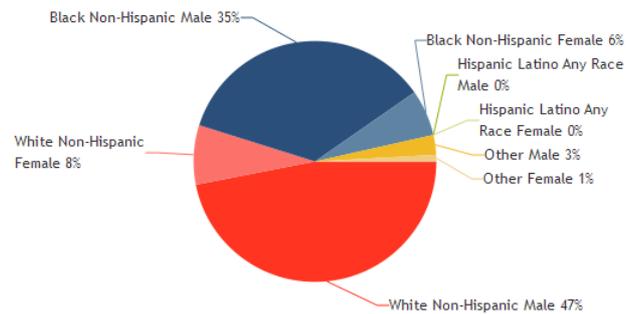
### Total Agency Custodial Arrests



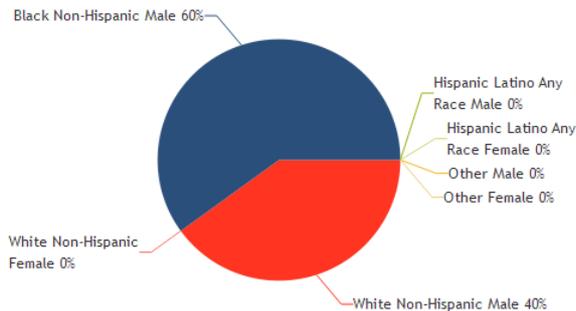
### Total Use of Force Complaints



### Total Number of Suspects Receiving Non-Fatal Injuries



### Total Number of Suspects Receiving Fatal Injuries



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

**Use Of Force - Reaccreditation Year 3**

**Data Collection Period: 1/1/2022 - 12/31/2022**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	2	0	0	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
ECW									4
Discharge Only	4	0	0	0	0	0	0	0	4
Display Only	0	0	0	0	0	0	0	0	0
Baton	6	0	0	0	1	0	0	0	7
Chemical/OC	14	0	2	0	0	0	0	0	16
Weaponless	33	2	13	4	1	0	4	0	57
Canine									5
Release Only	0	0	1	0	0	0	0	0	1
Release and Bite	3	0	1	0	0	0	0	0	4
Total Uses of Force	62	2	17	4	2	0	4	0	91
Total Number of Incidents Resulting In Officer Injury or Death	28	0	4	0	1	0	1	0	34
Total Use of Force Arrests	70	9	51	7	2	0	3	0	142
Total Number of Suspects Receiving Non-Fatal Injuries	48	15	35	5	0	0	3	1	107
Total Number of Suspects Receiving Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Agency Custodial Arrests	4612	1388	3440	847	0	0	300	59	10646
Total Use of Force Complaints	1	0	0	0	0	0	0	0	1

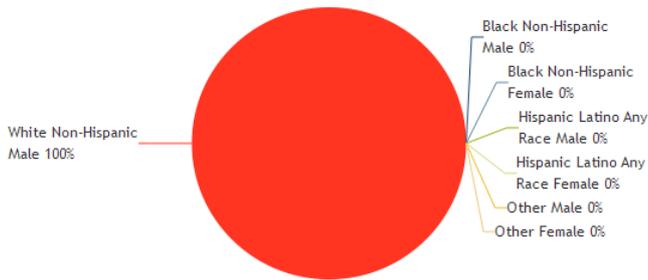
**Reaccreditation Year 3 Notes:**

-General Order OPR 5.01 requires the completion of a Use of Force BlueTeam Incident by supervisors of all sworn employees/sex offender compliance officers. Use of Force BlueTeam Incidents must also be completed when the person arrested is injured or complains that he/she is injured at any time and by any means while in custody of a sworn employee or an officer assisting or being assisted by a sworn employee. The statistical data provided is based on data from all incidents submitted in BlueTeam to document use of force and/or suspect resistance.

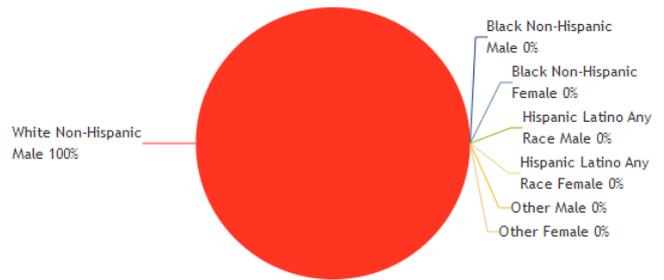
-Due to the CIMRS auto-generated totals fields, the Total Uses of Force should be 183 (84 W/M, 14 W/F, 67 B/M, 10 B/F, 5 H/M, 0 H/F, 3 O/M, and 0 O/F).

-The Department collects data on the race and ethnicity of suspects with custodial arrests. However, the current system housing the collected data can only generate a report combining "Hispanic Latinos" with "Other."

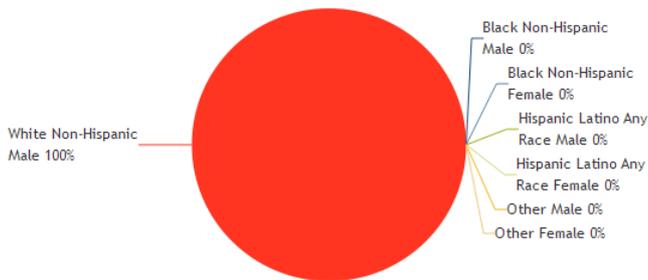
**Total Firearm**



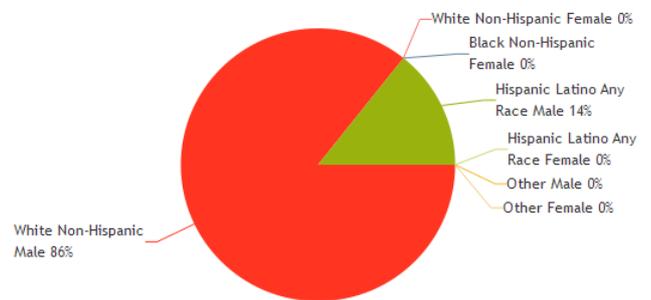
**Firearm Discharge**



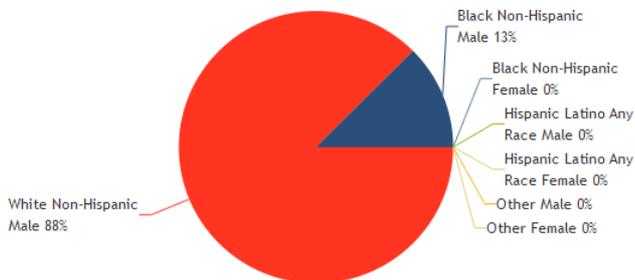
**ECW Discharge**



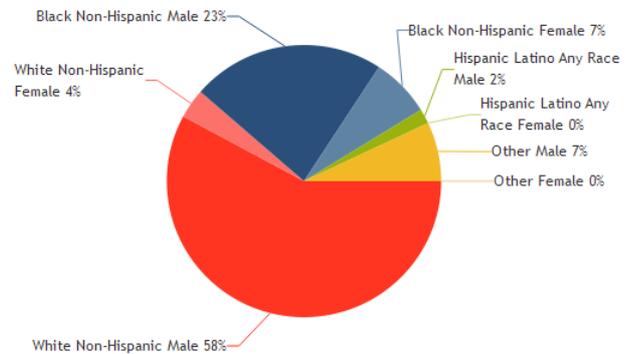
**Baton**



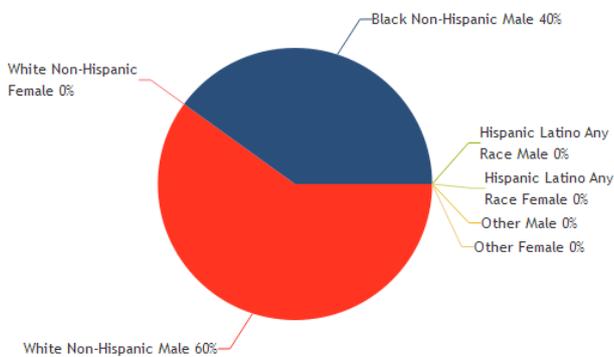
**Chemical/OC**



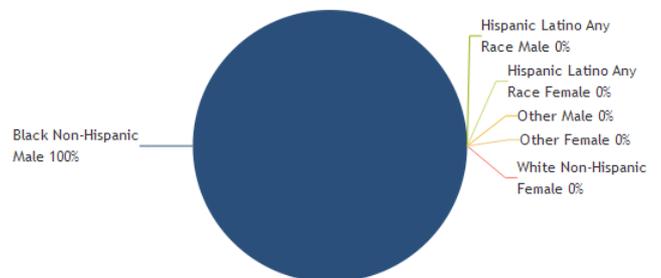
**Weaponless**



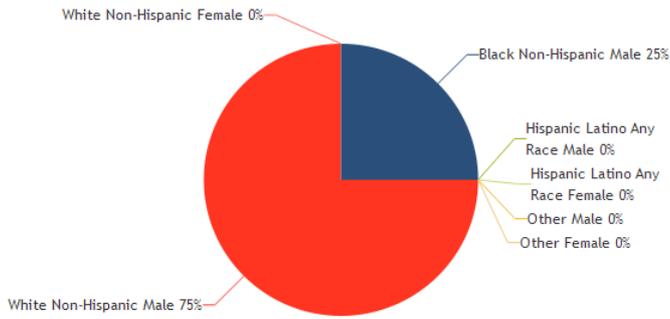
**Total Canine**



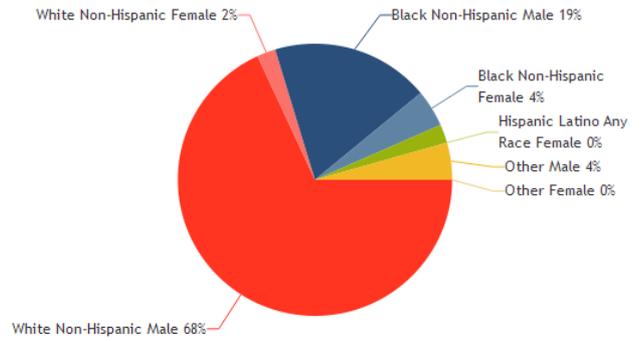
**Canine: Release Only**



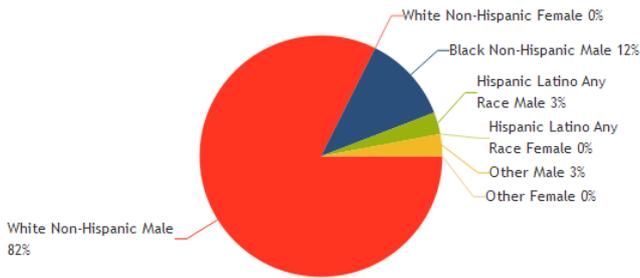
### Canine: Release and Bite



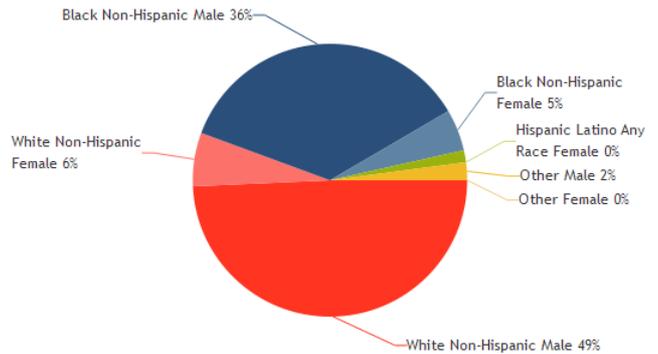
### Total Uses of Force



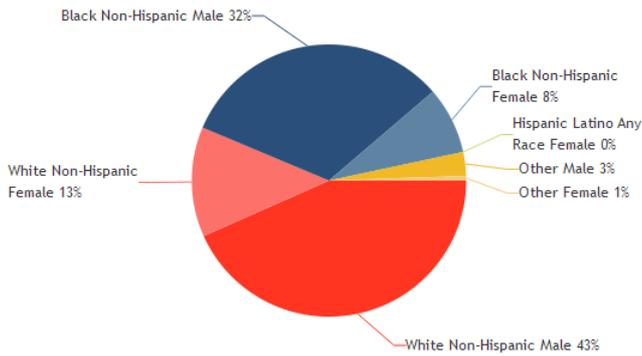
### Total Number of Incidents Resulting in Officer Injury or Death



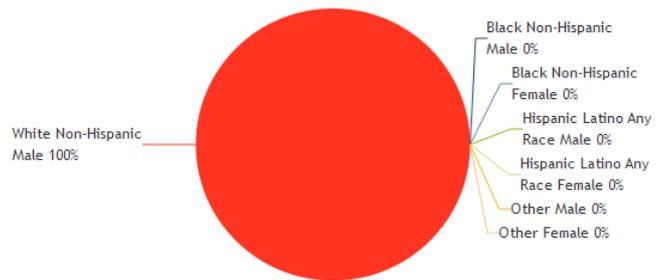
### Total Use of Force Arrests



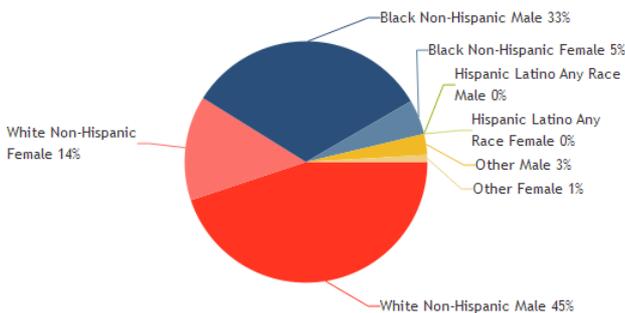
### Total Agency Custodial Arrests



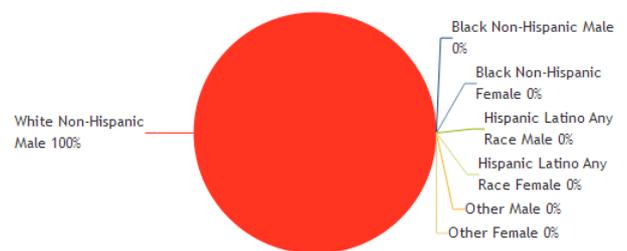
### Total Use of Force Complaints



### Total Number of Suspects Receiving Non-Fatal Injuries



### Total Number of Suspects Receiving Fatal Injuries



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

**Use Of Force - Reaccreditation Year 4**

**Data Collection Period: 1/1/2023 - 12/31/2023**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									23
Discharge	20	0	1	0	1	0	0	0	22
Display Only	1	0	0	0	0	0	0	0	1
ECW									3
Discharge Only	3	0	0	0	0	0	0	0	3
Display Only	0	0	0	0	0	0	0	0	0
Baton	8	0	0	0	1	0	0	0	9
Chemical/OC	13	2	3	1	1	0	0	0	20
Weaponless	45	8	3	0	2	0	2	0	60
Canine									9
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	6	0	3	0	0	0	0	0	9
Total Uses of Force	96	10	10	1	5	0	2	0	124
Total Number of Incidents Resulting In Officer Injury or Death	11	2	17	2	2	0	2	0	36
Total Use of Force Arrests	49	5	43	6	4	0	12	1	120
Total Number of Suspects Receiving Non-Fatal Injuries	45	5	36	5	2	0	8	0	101
Total Number of Suspects Receiving Fatal Injuries	2	0	0	0	0	0	0	0	2
Total Agency Custodial Arrests	5246	1601	4013	1004	0	0	365	79	12308
Total Use of Force Complaints	3	0	0	0	0	0	0	0	3

**Reaccreditation Year 4 Notes:**

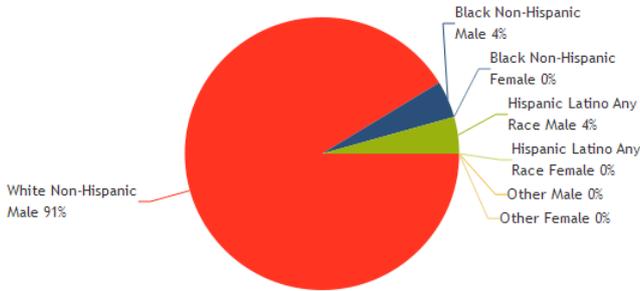
-General Order OPR 5.01 requires the completion of a Use of Force BlueTeam Incident by supervisors of all sworn employees/sex offender compliance officers. Use of Force BlueTeam Incidents must also be completed when the person arrested is injured or complains that he/she is injured at any time and by any means while in custody of a sworn employee or an officer assisting or being assisted by a sworn employee. The statistical data provided is based on data from all incidents submitted in BlueTeam to document use of force and/or suspect resistance.

-Due to the CIMRS auto-generated totals fields, the Total Uses of Force should be 173 (61 W/M, 10 W/F, 46 B/M, 11 B/F, 4 H/M, 0 H/F, 32 O/M, and 9 O/F).

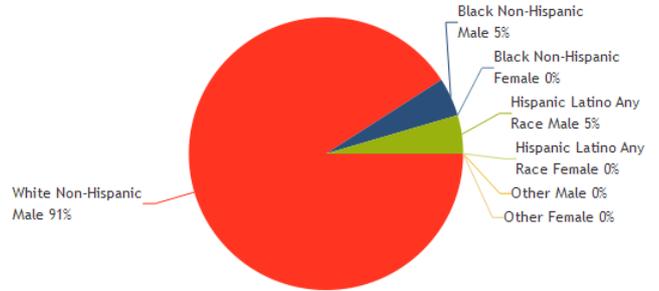
-The Department collects data on the race and ethnicity of suspects with custodial arrests. However, the current system housing the collected data can only generate a report combining "Hispanic Latinos" with "Other."

-Total "Firearm Discharges" increased due to the involvement of 22 sworn employees for only 4 Use of Force incidents.

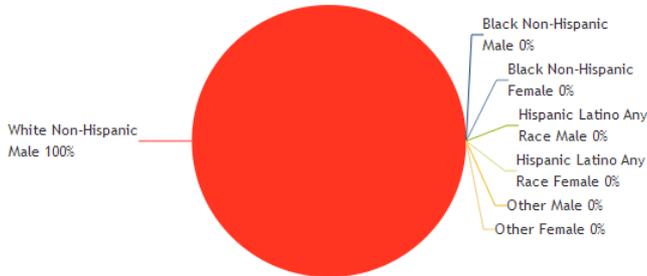
**Total Firearm**



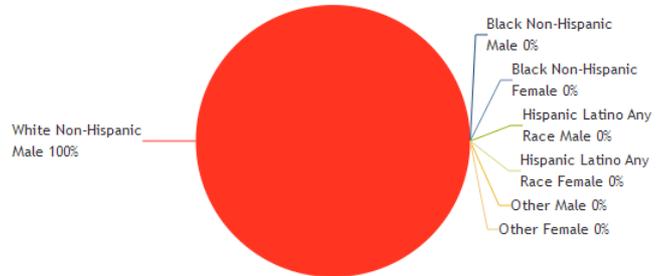
**Firearm Discharge**



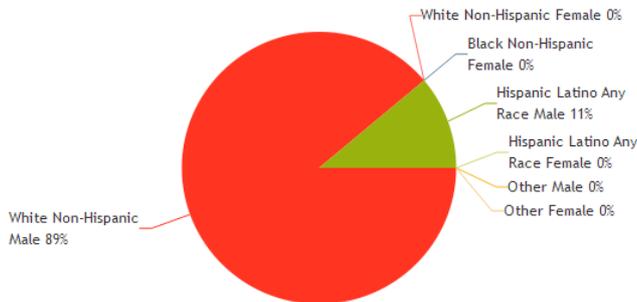
**Firearm Display**



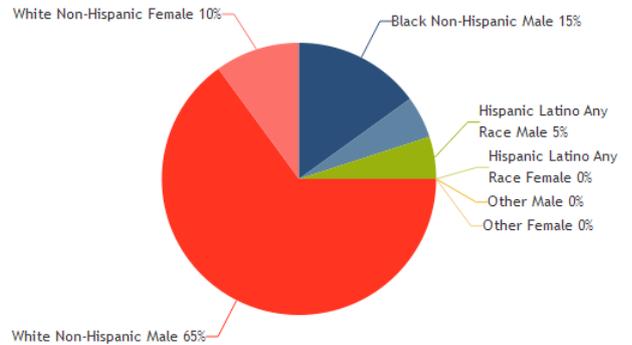
**ECW Discharge**



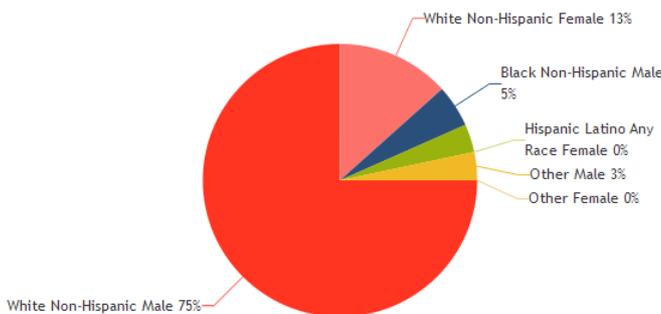
**Baton**



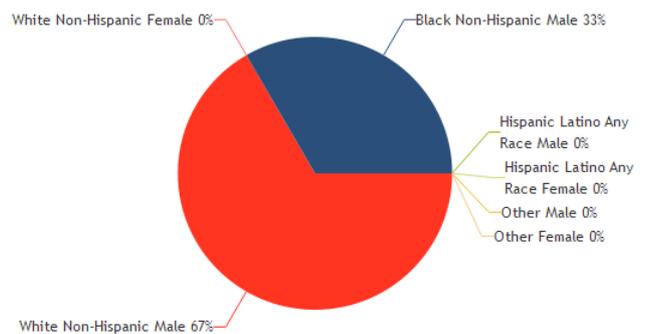
**Chemical/OC**



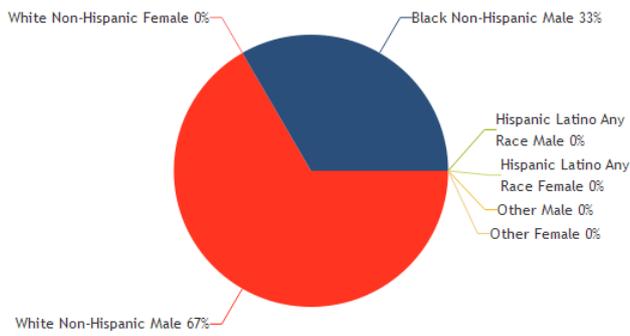
**Weaponless**



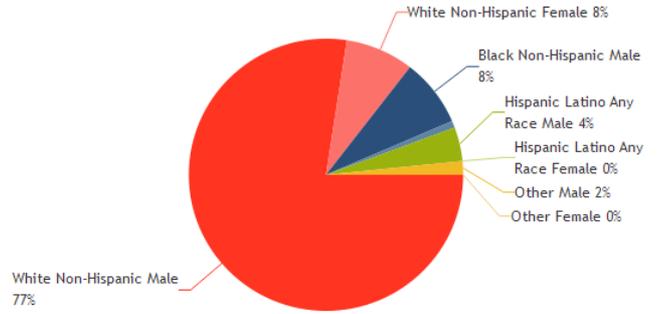
**Total Canine**



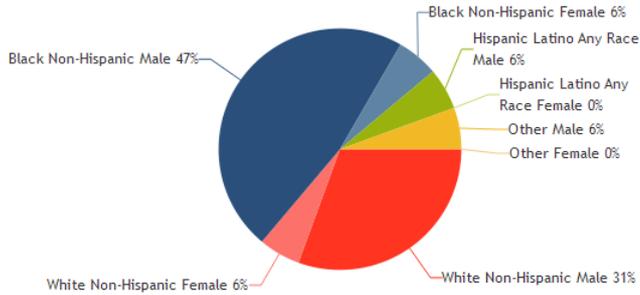
### Canine: Release and Bite



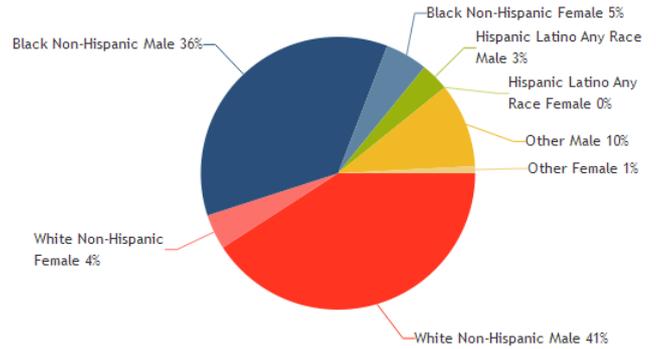
### Total Uses of Force



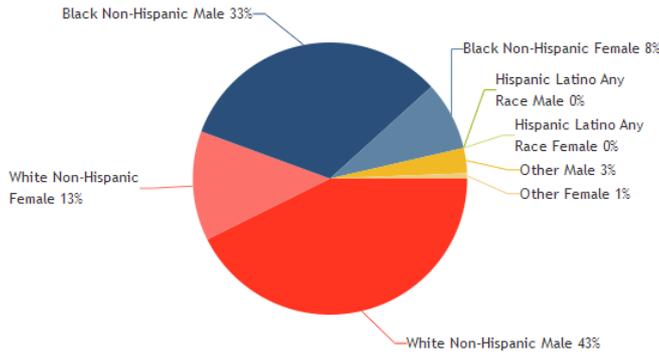
### Total Number of Incidents Resulting in Officer Injury or Death



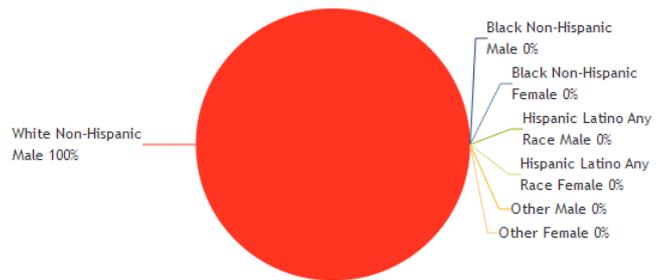
### Total Use of Force Arrests



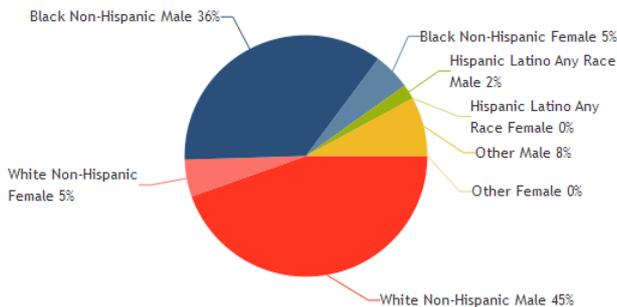
### Total Agency Custodial Arrests



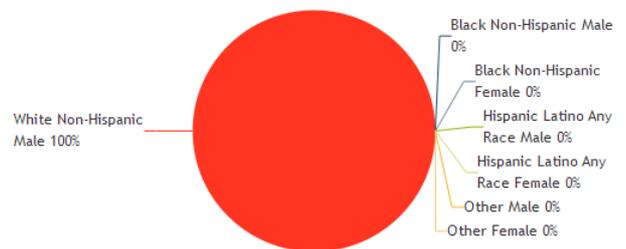
### Total Use of Force Complaints



### Total Number of Suspects Receiving Non-Fatal Injuries



### Total Number of Suspects Receiving Fatal Injuries



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## ***Grievances***

**Year 1 Data Collection Period:** 1/1/2020-12/31/2020

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-12/31/2023

Grievances	Year 1	Year 2	Year 3	Year 4
Number	5	12	12	20

### ***Reaccreditation Year 1 Notes:***

Source: Annual Analysis of Grievances Reports. Collection Period is calendar year.

### ***Reaccreditation Year 2 Notes:***

-For the past five years, the Department of State Police has averaged 12 formal grievances per year.

Source: Annual Analysis of Grievances Reports. Collection Period is calendar year.

### ***Reaccreditation Year 3 Notes:***

-For the past five years, the Department of State Police has averaged 12 formal grievances per year.

Source: Annual Analysis of Grievances Reports. Collection Period is calendar year.

### ***Reaccreditation Year 4 Notes:***

-The increase in number of grievances is due to an increase in filing grievances for terminations and written notices.

Source: Annual Analysis of Grievances Reports. Collection Period is calendar year.

## ***Personnel Actions***

**Year 1 Data Collection Period:** 1/1/2020-12/31/2020

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3	Year 4
Suspension	4	1	21	1
Demotion	12	8	6	0
Resign In Lieu of Termination	0	0	0	0
Termination	9	2	4	7
Other	0	0	0	0
Total	25	11	31	8
Commendations	1562	1220	1238	1282

### ***Reaccreditation Year 1 Notes:***

- The data reported is comprised of personnel actions on civilian and sworn employees.
- Neither VSP nor the Commonwealth of Virginia tracks employees who resign in lieu of termination.
- Other VSP does not track verbal or written warnings .
- Total number of commendations includes multiple employees since an employee may receive more than one commendation.

### ***Reaccreditation Year 2 Notes:***

- 2020 CORRECTION: The correct "Commendations" for 2020 is 1,562.
- The data reported is comprised of personnel actions on civilian and sworn employees.
- Neither VSP nor the Commonwealth of Virginia tracks employees who resign in lieu of termination.
- Other VSP does not track verbal or written warnings .
- Total number of commendations includes multiple employees since an employee may receive more than one commendation.

### ***Reaccreditation Year 3 Notes:***

- The data reported is comprised of personnel actions on civilian and sworn employees.
- Neither VSP nor the Commonwealth of Virginia tracks employees who resign in lieu of termination.
- Under "Other," VSP does not track verbal or written warnings.
- Total number of commendations includes multiple employees since an employee may receive more than one commendation.

### ***Reaccreditation Year 4 Notes:***

- The data reported is comprised of personnel actions on civilian and sworn employees.
- Neither VSP nor the Commonwealth of Virginia tracks employees who resign in lieu of termination.
- Under "Other," VSP does not track verbal or written warnings.
- Total number of commendations includes multiple employees since an employee may receive more than one commendation.

*Complaints and Internal Affairs - Reaccreditation Year 4*

**Data Collection Period:** 1/1/2020 - 12/31/2023

Year 1    Year 2    Year 3    Year 4

**External/Citizen Complaint**

Citizen Complaint	51	46	75	78
Sustained	18	13	22	19
Not Sustained	9	7	6	7
Unfounded	20	15	37	31
Exonerated	1	11	5	12

**Internal/Directed Complaint**

Directed Complaint	134	131	129	169
Sustained	59	69	65	86
Not Sustained	5	1	4	3
Unfounded	30	21	10	25
Exonerated	1	6	4	2



## ***Motor Vehicle Pursuit***

**Year 1 Data Collection Period:** 1/1/2020-12/31/2020

**Year 2 Data Collection Period:** 1/1/2021-12/31/2021

**Year 3 Data Collection Period:** 1/1/2022-12/31/2022

**Year 4 Data Collection Period:** 1/1/2023-12/31/2023

	Year 1	Year 2	Year 3	Year 4
<b>Pursuits</b>				
Total Pursuits	517	429	497	716
Forcible stopping techniques used	54	29	33	40
Terminated by Agency	119	149	181	298
Policy Compliant	0	0	0	0
Policy Non-Compliant	0	0	0	0
<b>Collisions</b>				
<b>Injuries</b>				
Total Collisions	147	127	149	234
Officer	14	6	6	6
Suspect	38	74	64	61
ThirdParty	10	29	17	11
<b>Reason Initiated</b>				
Traffic	389	200	192	262
Felony	102	83	47	71
Misdemeanor	26	209	258	383

### ***Reaccreditation Year 1***

-Terminated by Agency defined in report as "Escaped."

-Statistics on policy compliance is not tracked by the agency.

Source: Annual Pursuit Analysis Report

### ***Reaccreditation Year 2***

-Statistics on policy compliance is not tracked by the agency.

-Misdemeanor data includes DUI and Reckless Driving.

Source: Annual Pursuit Analysis Report

### ***Reaccreditation Year 3***

-Statistics on policy compliance are not tracked by the agency.

-Misdemeanor data includes DUI and Reckless Driving.

Source: Annual Pursuit Analysis Report

### ***Reaccreditation Year 4***

-Total number of pursuits have increased by 44% from the previous year. Increase can be attributed to an improved reporting of Activity Reports and CAD system, and Governor Youngkin's October 2022 Operation Bold Blue Line initiative to combat violent crime.

-Statistics on policy compliance are not tracked by the agency.

-Misdemeanor data includes DUI and Reckless Driving.

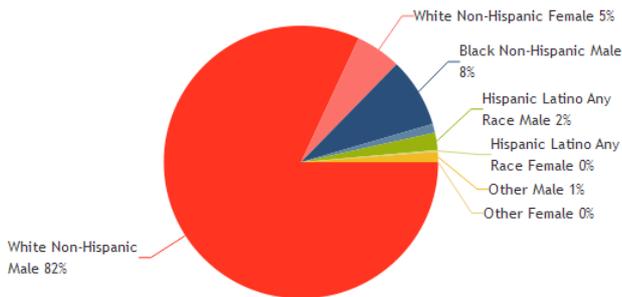
Source: Annual Pursuit Analysis Report

**Agency Breakdown Report - Reaccreditation Year 1**

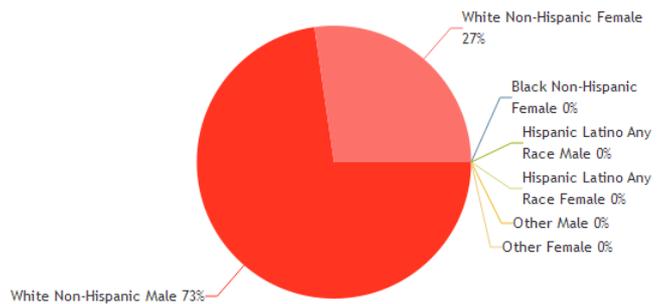
**Data Collection Period: 1/1/2020 - 12/31/2020**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	8	3	0	0	0	0	0	0	11
Command	158	6	6	0	2	0	3	0	175
Supervisory Positions	129	9	13	1	1	0	1	0	154
Non-Supervisory Positions	1,261	84	137	19	36	4	19	0	1,560
Sub Total									1,900
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	3	5	0	0	0	0	0	0	8
Supervisory Positions	48	41	5	15	1	0	1	2	113
Non-Supervisory Positions	162	283	22	126	6	12	15	8	634
Sub Total									755
Total									2,655

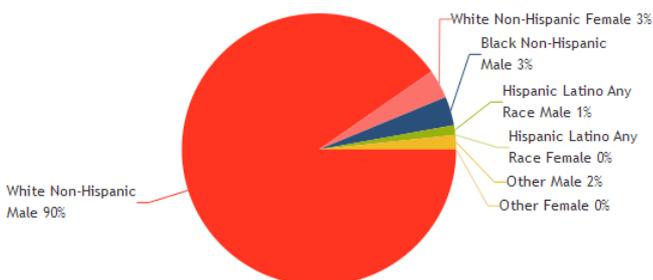
**Total Sworn Personnel**



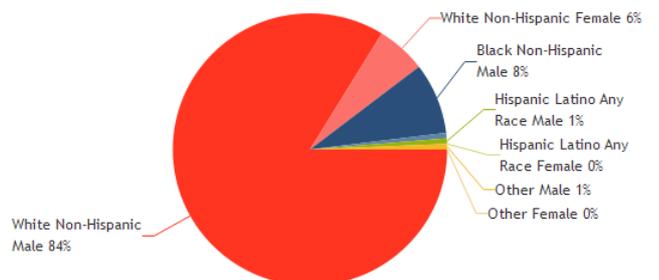
**Sworn Personnel: Executive**



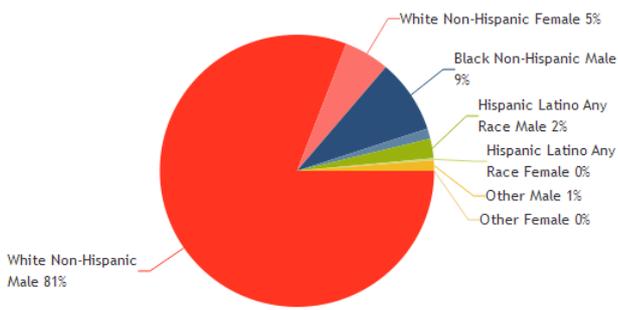
**Sworn Personnel: Command**



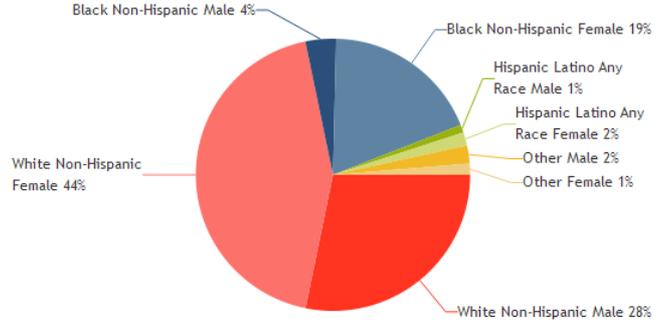
**Sworn Personnel: Supervisory Positions**



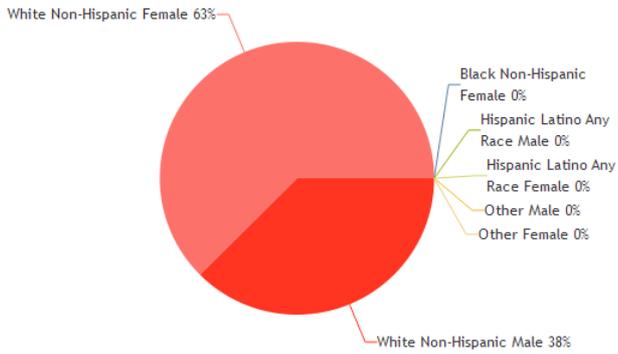
### Sworn Personnel: Non-Supervisory Positions



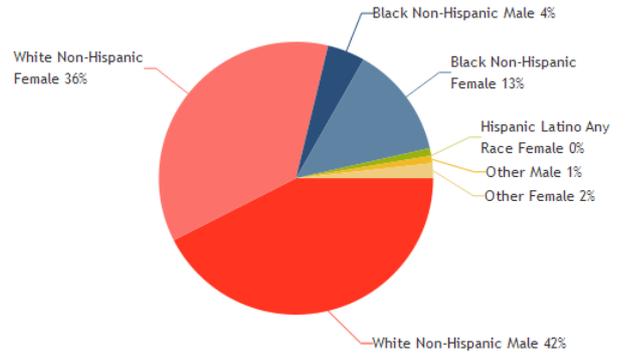
### Total Non-Sworn Personnel



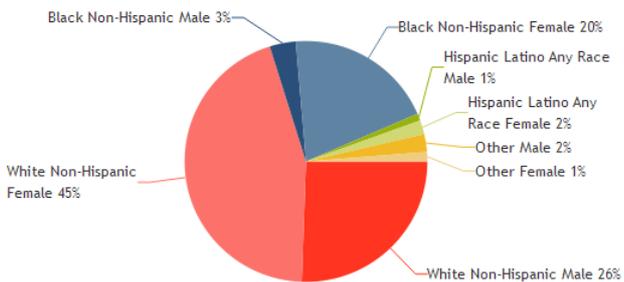
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

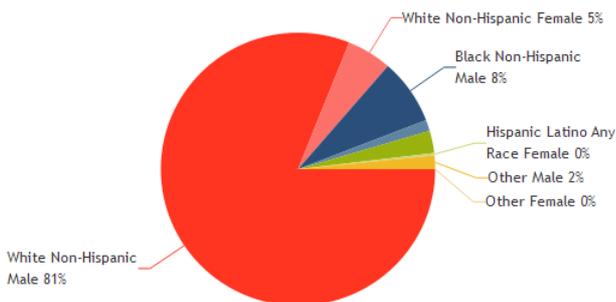
- White Non-Hispanic Male
- White Non-Hispanic Female
- Black Non-Hispanic Male
- Black Non-Hispanic Female
- Hispanic Latino Any Race Male
- Hispanic Latino Any Race Female
- Other Male
- Other Female

## Agency Breakdown Report - Reaccreditation Year 2

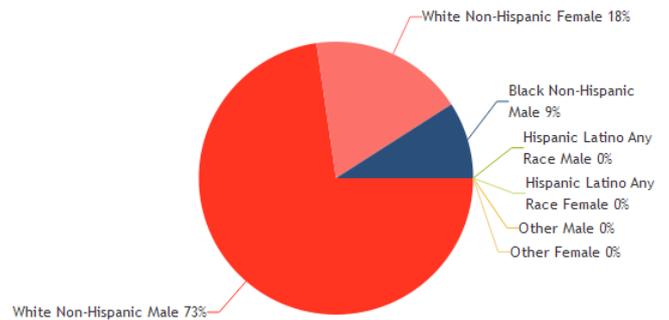
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	8	2	1	0	0	0	0	0	11
Command	150	4	6	2	1	0	3	0	166
Supervisory Positions	168	12	18	0	5	2	3	0	208
Non-Supervisory Positions	1,392	94	140	26	50	4	28	0	1,734
Sub Total									2,119
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	3	4	0	0	0	0	0	0	7
Supervisory Positions	47	32	6	14	1	1	3	5	109
Non-Supervisory Positions	243	340	36	137	7	12	8	16	799
Sub Total									915
Total									3,034

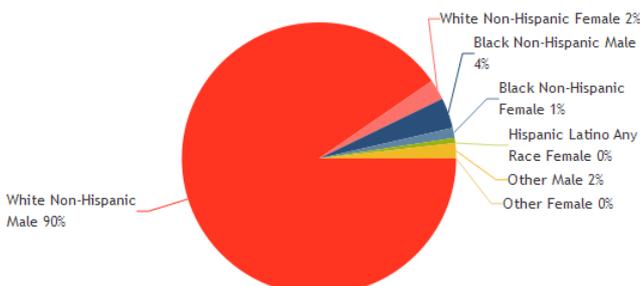
**Total Sworn Personnel**



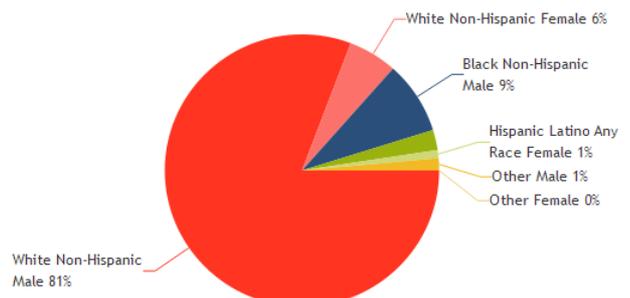
**Sworn Personnel: Executive**



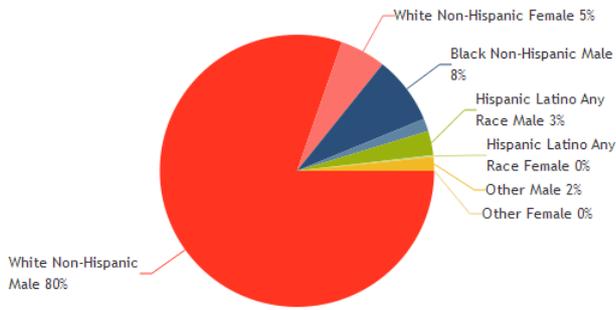
**Sworn Personnel: Command**



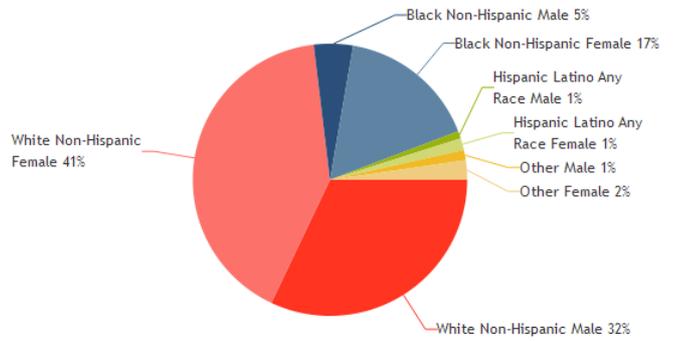
**Sworn Personnel: Supervisory Positions**



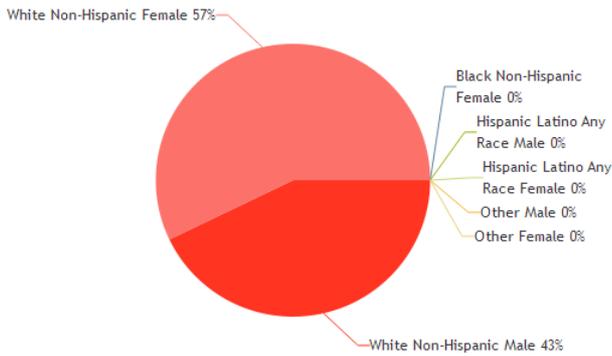
### Sworn Personnel: Non-Supervisory Positions



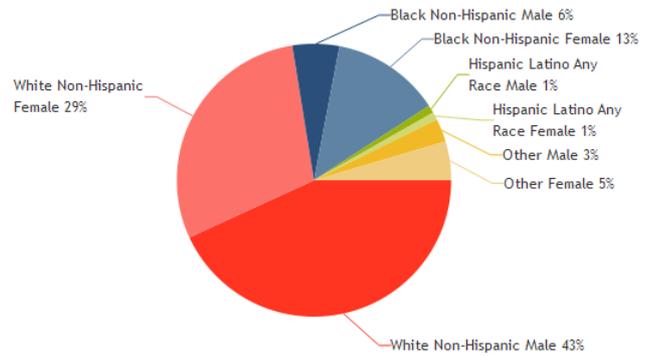
### Total Non-Sworn Personnel



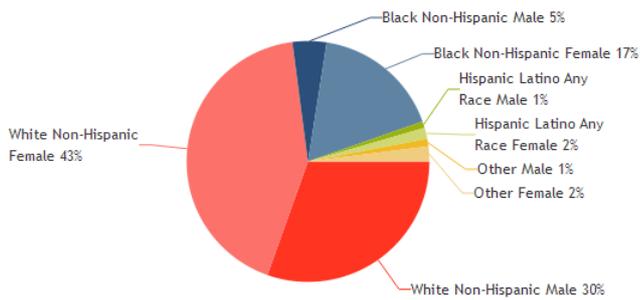
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

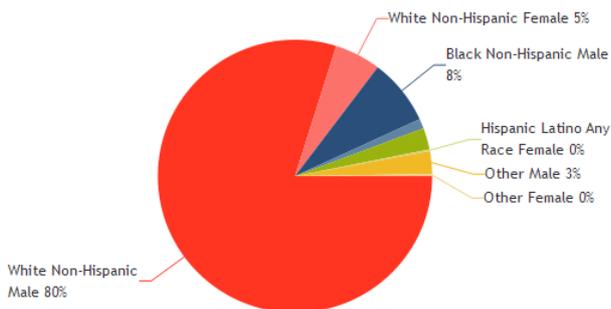
Other Female

## Agency Breakdown Report - Reaccreditation Year 3

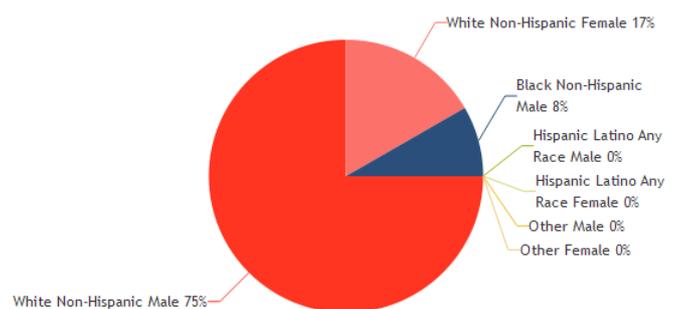
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	9	2	1	0	0	0	0	0	12
Command	175	10	7	2	2	0	5	0	201
Supervisory Positions	166	12	20	0	5	2	3	0	208
Non-Supervisory Positions	1,176	80	122	20	42	2	43	5	1,490
Sub Total									1,911
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	3	3	0	0	0	0	0	0	6
Supervisory Positions	41	32	6	14	1	1	3	4	102
Non-Supervisory Positions	174	290	24	122	6	12	13	24	665
Sub Total									773
Total									2,684

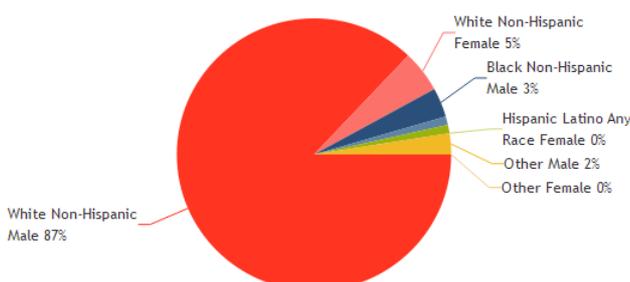
**Total Sworn Personnel**



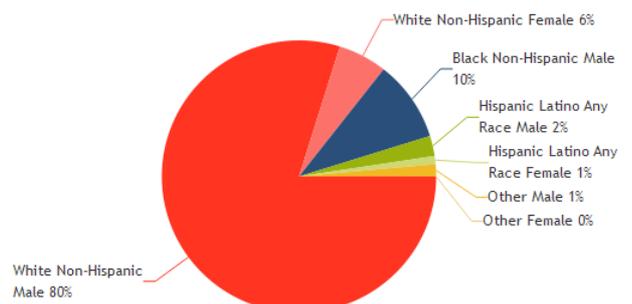
**Sworn Personnel: Executive**



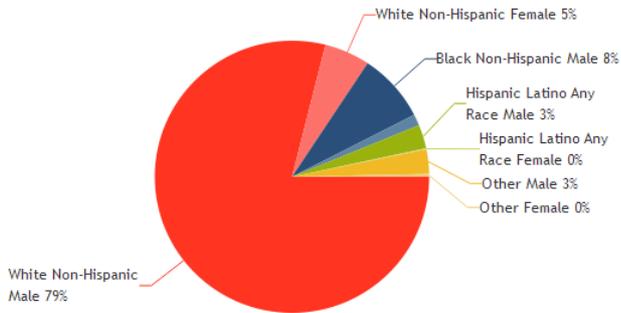
**Sworn Personnel: Command**



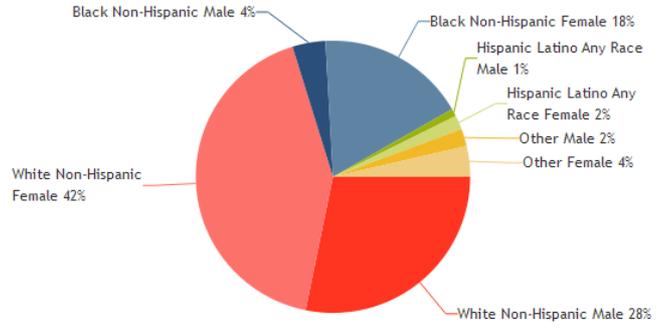
**Sworn Personnel: Supervisory Positions**



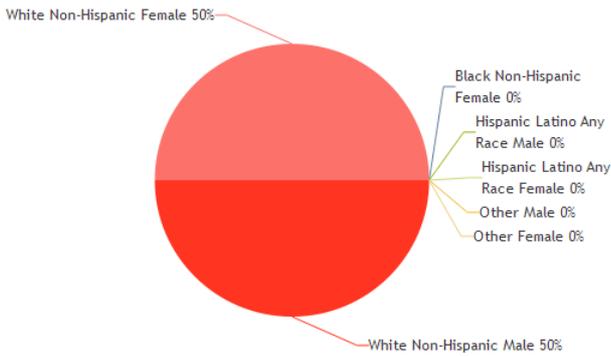
### Sworn Personnel: Non-Supervisory Positions



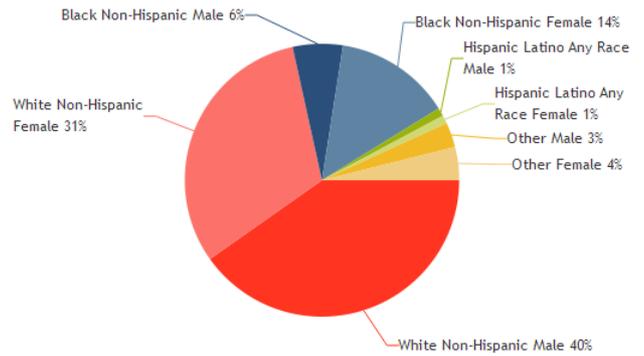
### Total Non-Sworn Personnel



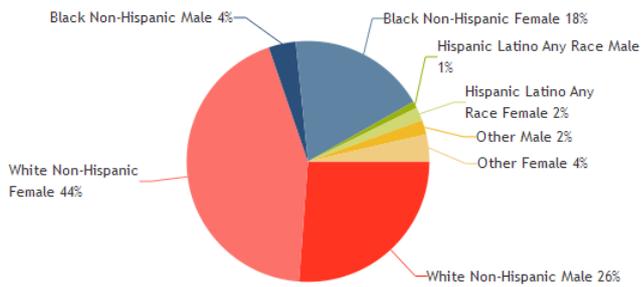
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

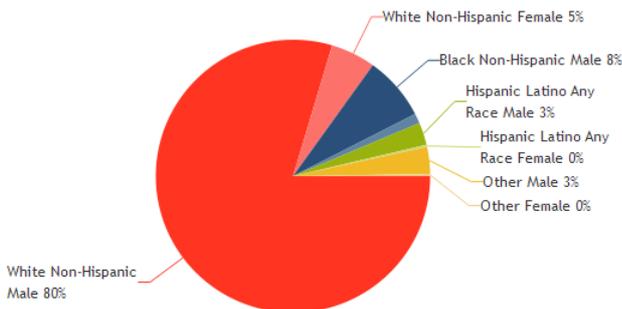
Other Female

# Agency Breakdown Report - Reaccreditation Year 4

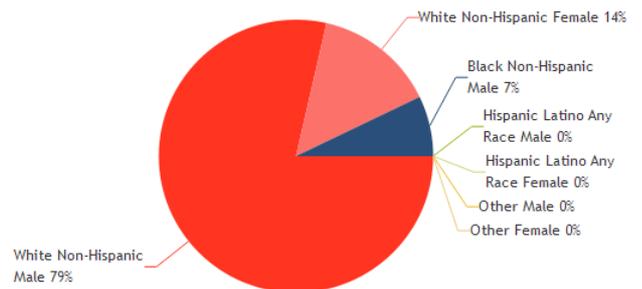
Data Collection Period: 1/1/2023 - 12/31/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Sworn Personnel</b>									
Executive	11	2	1	0	0	0	0	0	14
Command	178	11	8	2	3	0	4	0	206
Supervisory Positions	174	15	21	2	3	1	3	0	219
Non-Supervisory Positions	1,128	71	112	18	44	4	52	5	1,434
<b>Sub Total</b>									<b>1,873</b>
<b>Non Sworn Personnel</b>									
Executive	0	0	0	0	0	0	0	0	0
Managerial	2	3	0	1	0	0	0	0	6
Supervisory Positions	36	37	5	10	2	0	2	4	96
Non-Supervisory Positions	240	321	34	136	9	13	26	25	804
<b>Sub Total</b>									<b>906</b>
<b>Total</b>									<b>2,779</b>

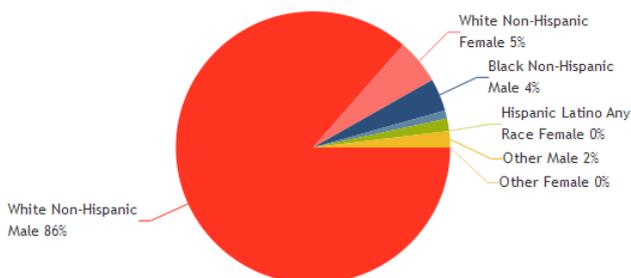
**Total Sworn Personnel**



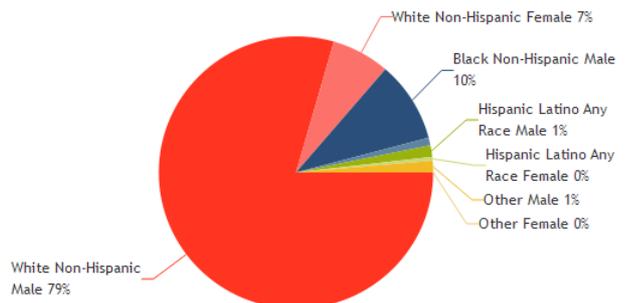
**Sworn Personnel: Executive**



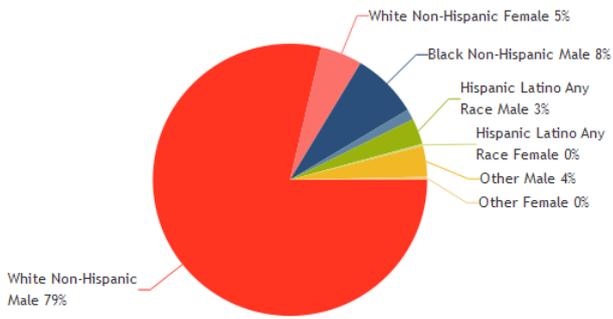
**Sworn Personnel: Command**



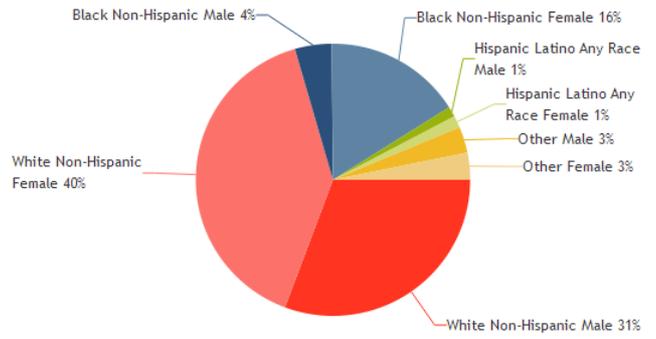
**Sworn Personnel: Supervisory Positions**



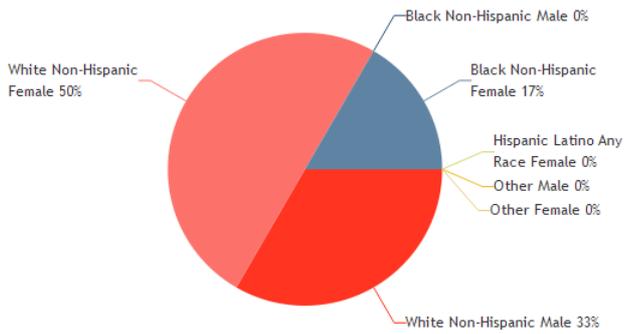
### Sworn Personnel: Non-Supervisory Positions



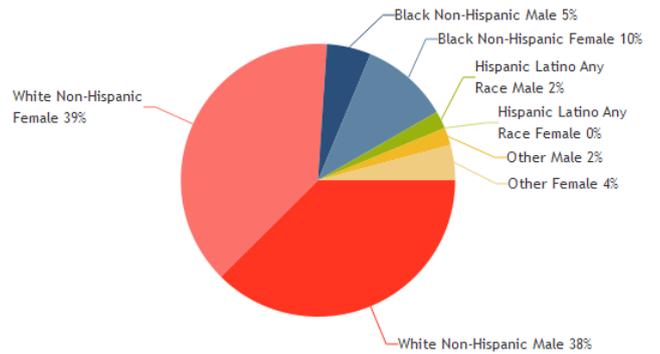
### Total Non-Sworn Personnel



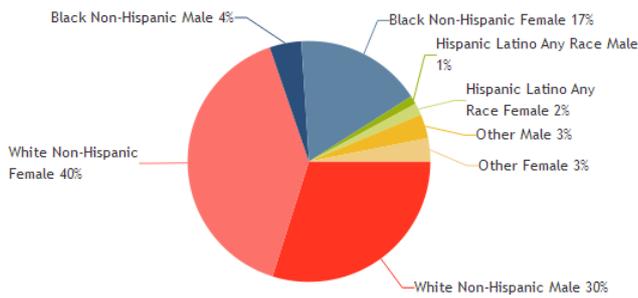
### Non-Sworn Personnel: Managerial



### Non-Sworn Personnel: Supervisory Positions



### Non-Sworn Personnel: Non-Supervisory Positions



### Legend

- White Non-Hispanic Male
- White Non-Hispanic Female
- Black Non-Hispanic Male
- Black Non-Hispanic Female
- Hispanic Latino Any Race Male
- Hispanic Latino Any Race Female
- Other Male
- Other Female

## Agency Demographics Report - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5282411	62%	3519512	67%	1656	87%	101	5%	1889	88%	117	5%
Black Non-Hispanic	1726278	20%	957032	18%	177	9%	20	1%	195	9%	23	1%
Hispanic Latino Any Race	845876	10%	341666	6%	43	2%	4	0%	48	2%	5	0%
Other	647354	8%	472774	9%	24	1%	1	0%	25	1%	0	0%
<b>Total</b>	<b>8501919</b>		<b>5290984</b>		<b>1900</b>		<b>126</b>		<b>2157</b>		<b>145</b>	

### Reaccreditation Year 1 Notes:

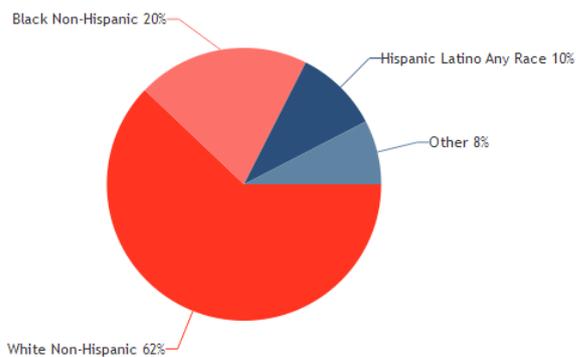
-Current sworn figures as of October 19, 2021 (prior to 135th Basic School graduation)

Sources:

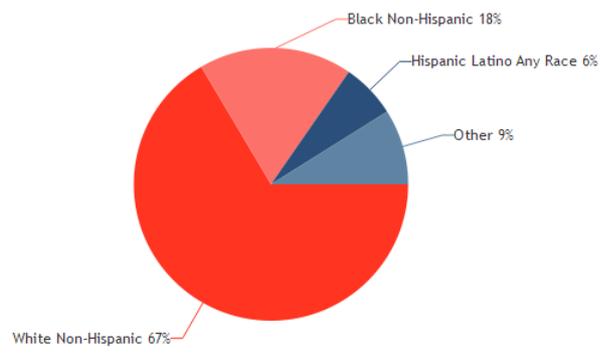
-Service Population: US Census Bureau, 2019 American Community Survey Estimate. Due to the impacts of COVID-19 pandemic on data collection, the 2020 American Community Survey estimate will not be available until November 30.

-Available Workforce: US Census Bureau, 2019 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher).

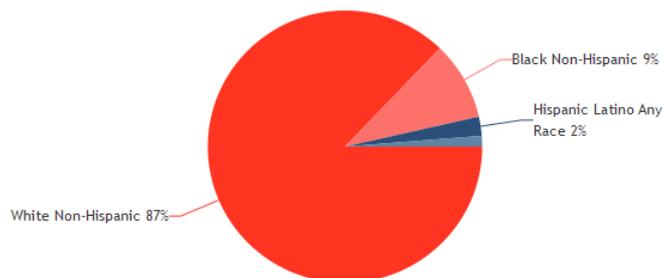
**Service Population**



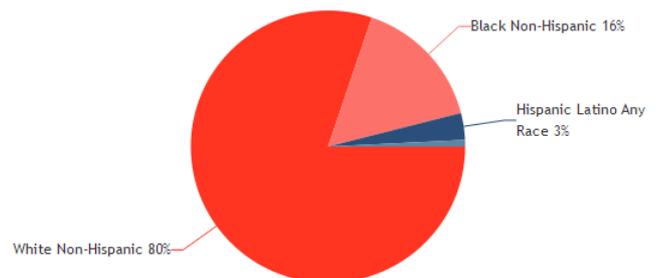
**Available Workforce**



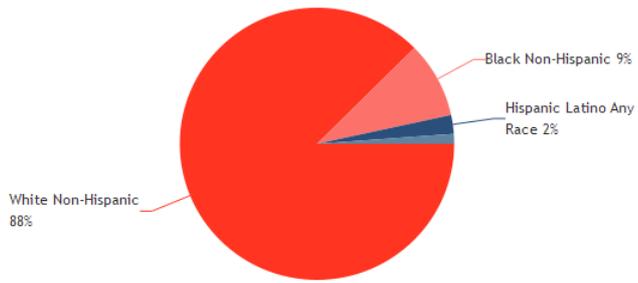
**Current Sworn Officers**



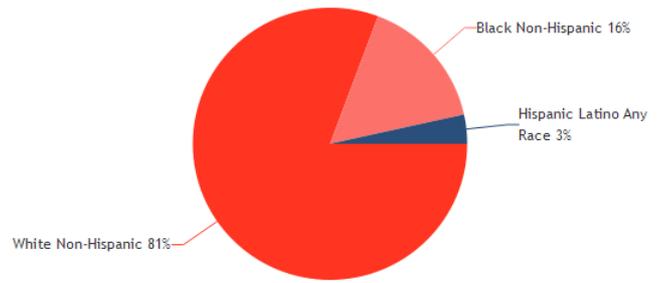
**Current Sworn Female Officers**



## Prior Sworn Officers



## Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5119655	62%	3506289	65%	1972	86%	131	6%	1656	87%	101	5%
Black Non-Hispanic	1558523	19%	949930	18%	207	9%	30	1%	177	9%	20	1%
Hispanic Latino Any Race	879350	11%	379058	7%	69	3%	7	0%	43	2%	4	0%
Other	654507	8%	543320	10%	47	2%	2	0%	24	1%	1	0%
<b>Total</b>	<b>8212035</b>		<b>5378597</b>		<b>2295</b>		<b>170</b>		<b>1900</b>		<b>126</b>	

### Reaccreditation Year 2 Notes:

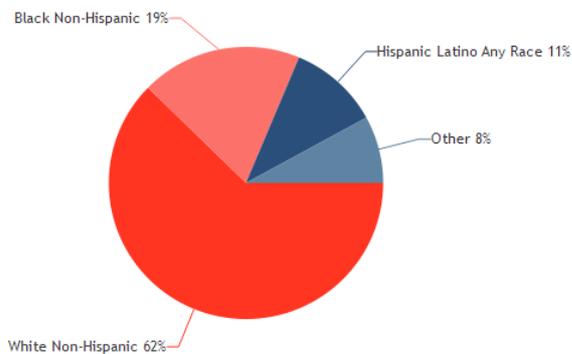
-Current sworn figures as of October 19, 2022

Sources:

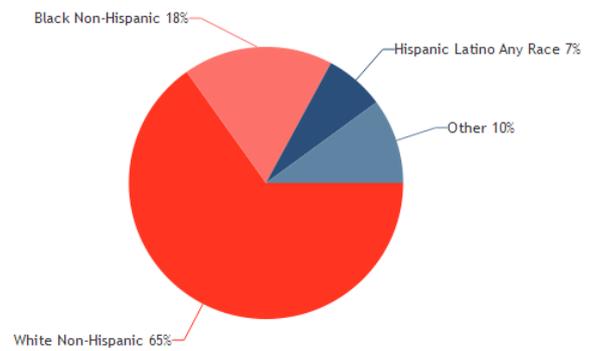
-Service Population: US Census Bureau, 2021 American Community Survey Estimate.

-Available Workforce: US Census Bureau, 2021 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher).

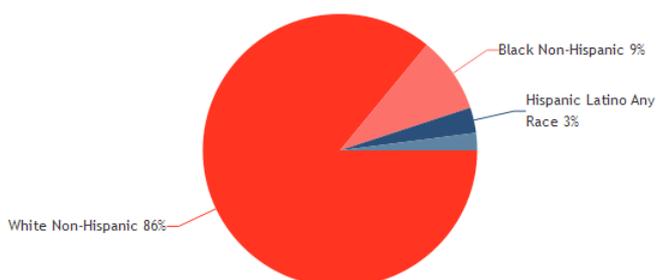
**Service Population**



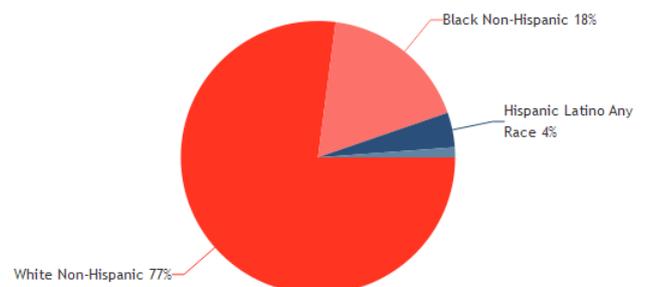
**Available Workforce**



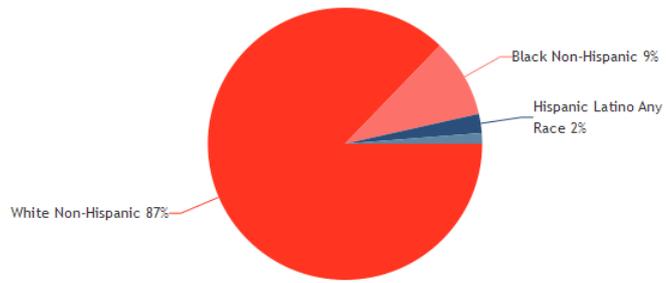
**Current Sworn Officers**



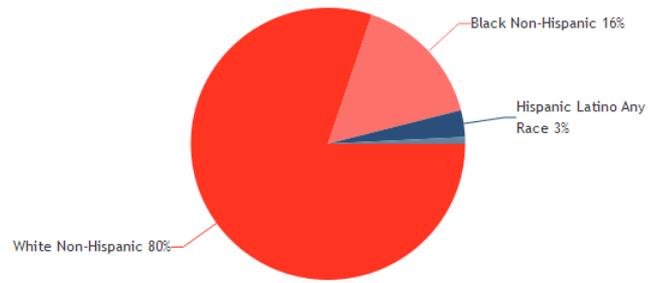
**Current Sworn Female Officers**



### Prior Sworn Officers



### Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5095130	59%	3500672	60%	1630	85%	104	5%	1972	86%	131	6%
Black Non-Hispanic	1594785	18%	975018	17%	172	9%	22	1%	207	9%	30	1%
Hispanic Latino Any Race	905750	10%	396091	7%	53	3%	4	0%	69	3%	7	0%
Other	1087954	13%	935689	16%	56	3%	5	0%	47	2%	2	0%
<b>Total</b>	<b>8683619</b>		<b>5807470</b>		<b>1911</b>		<b>135</b>		<b>2295</b>		<b>170</b>	

### Reaccreditation Year 3 Notes:

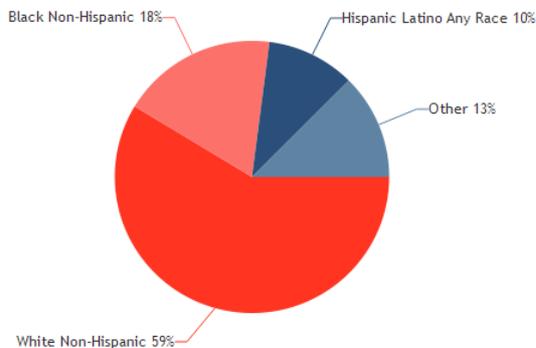
-Current sworn figures as of October 4, 2023

Sources:

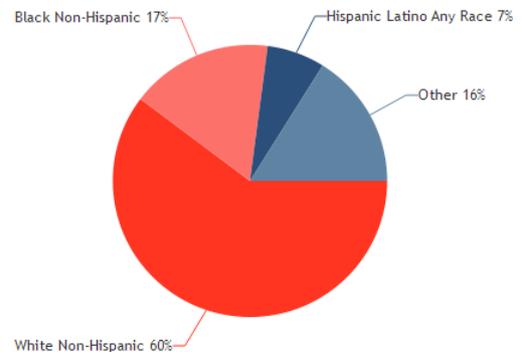
-Service Population: US Census Bureau, 2022 American Community Survey Estimate.

-Available Workforce: US Census Bureau, 2022 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher).

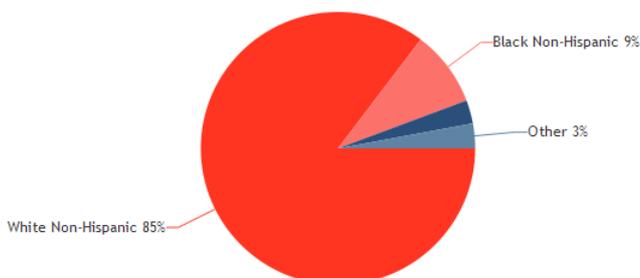
**Service Population**



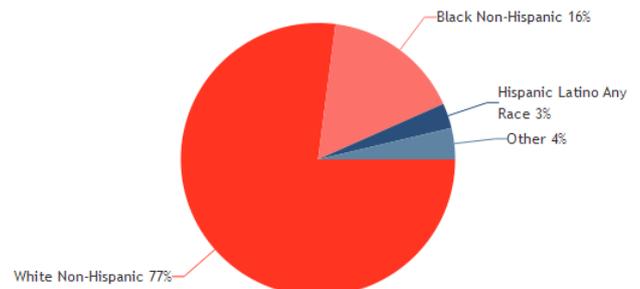
**Available Workforce**



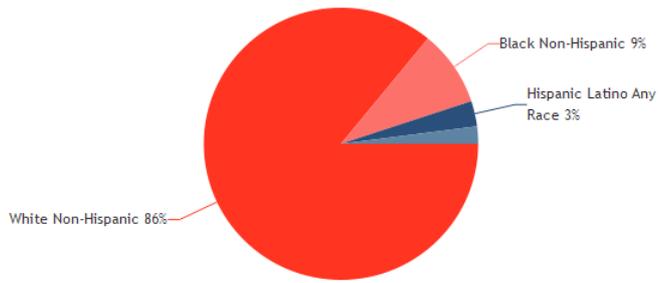
**Current Sworn Officers**



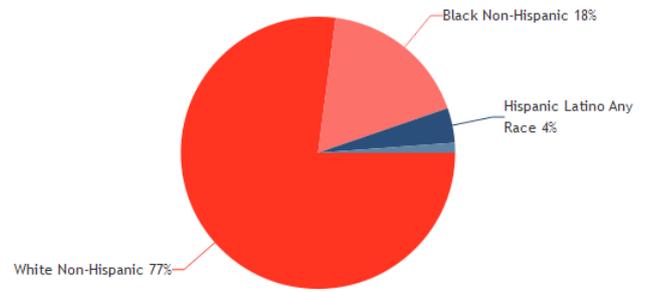
**Current Sworn Female Officers**



### Prior Sworn Officers



### Prior Sworn Female Officers



## Agency Demographics Report - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	5095130	59%	3500672	60%	1490	86%	99	6%	1630	85%	104	5%
Black Non-Hispanic	1594785	18%	975018	17%	142	8%	23	1%	172	9%	22	1%
Hispanic Latino Any Race	905750	10%	396091	7%	50	3%	4	0%	53	3%	4	0%
Other	1087954	13%	935689	16%	59	3%	6	0%	56	3%	5	0%
<b>Total</b>	<b>8683619</b>		<b>5807470</b>		<b>1741</b>		<b>132</b>		<b>1911</b>		<b>135</b>	

### Reaccreditation Year 4 Notes:

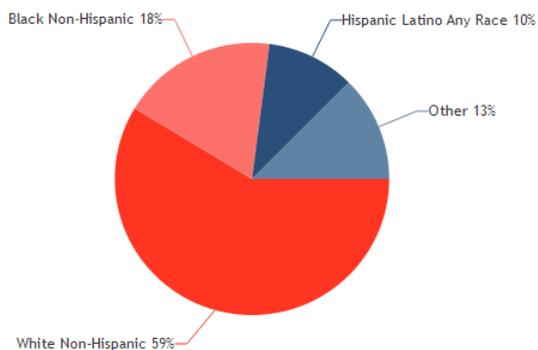
-Current sworn figures as of April 19, 2024

Sources:

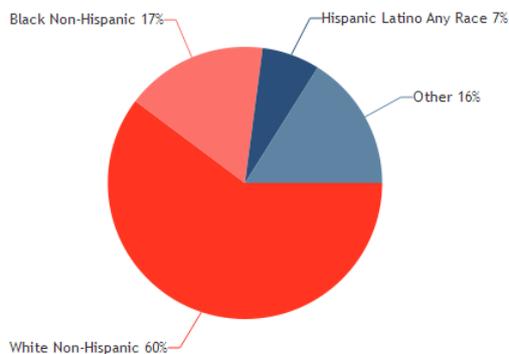
-Service Population: US Census Bureau, 2022 American Community Survey Estimate.

-Available Workforce: US Census Bureau, 2022 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher).

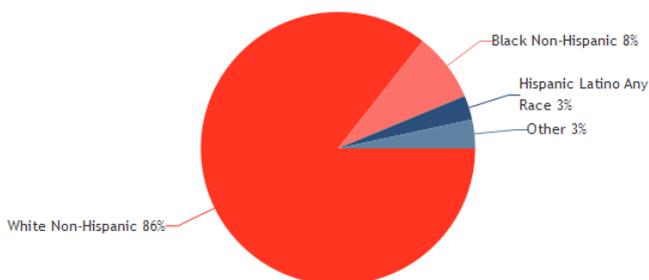
**Service Population**



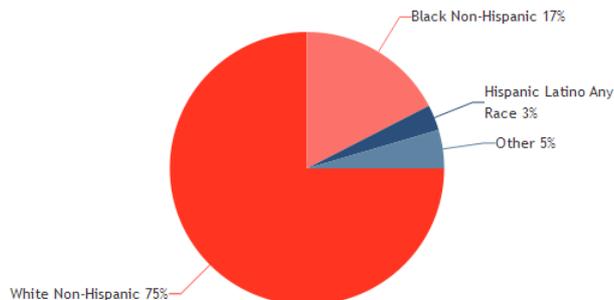
**Available Workforce**



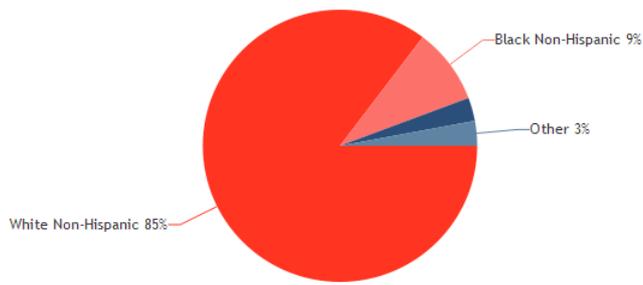
**Current Sworn Officers**



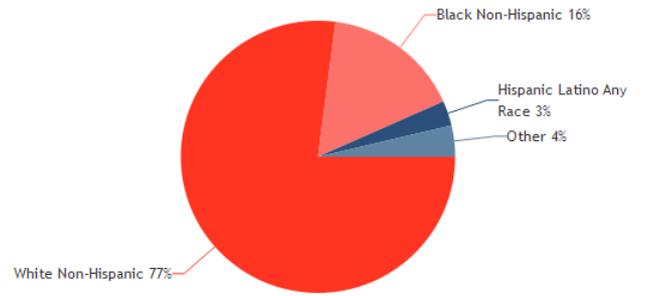
**Current Sworn Female Officers**



### Prior Sworn Officers



### Prior Sworn Female Officers



**Sworn Officer Selection - Reaccreditation Year 1**

**Data Collection Period: 1/1/2020 - 12/31/2020**

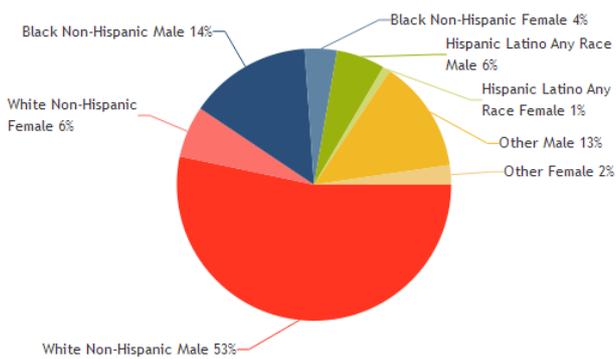
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	830	95	225	59	89	14	208	36	1556
Applicants Hired	103	16	11	1	2	0	3	0	136
Percent Hired	12%	17%	5%	2%	2%	0%	1%	0%	N/A
Percent of Workforce Population		6%		1%		0%		0%	N/A

**Reaccreditation Year 1 Notes:**

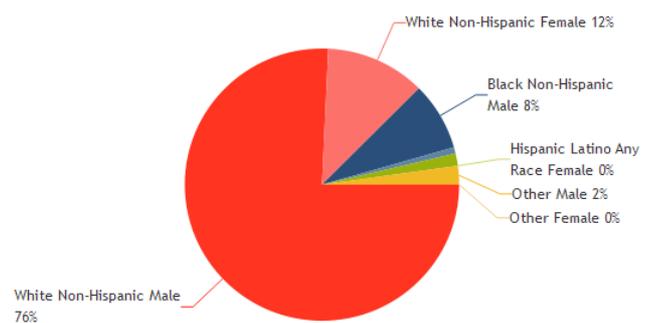
Sources:

-Available Workforce: US Census Bureau, 2019 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher)

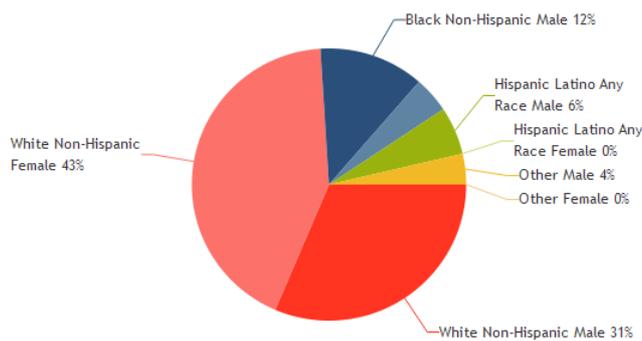
**Applications Received**



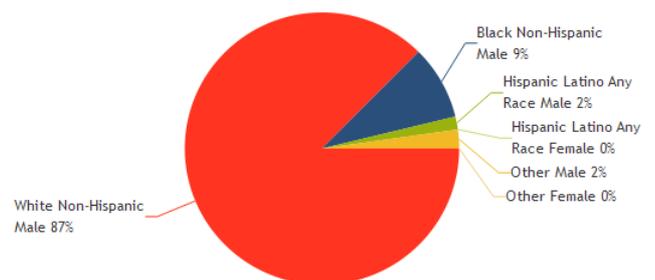
**Applicants Hired**



**Percent Hired**



**Percent of Workforce Population**



**Legend**

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

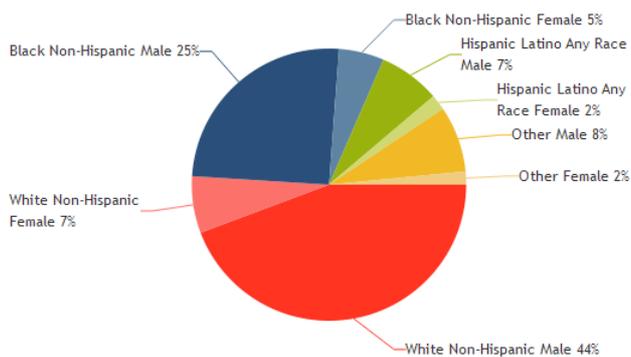
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	598	91	340	72	98	25	106	21	1351
Applicants Hired	87	10	15	5	3	2	4	2	128
Percent Hired	15%	11%	4%	7%	3%	8%	4%	10%	N/A
Percent of Workforce Population		4%		1%		0%		0%	N/A

### Reaccreditation Year 2 Notes:

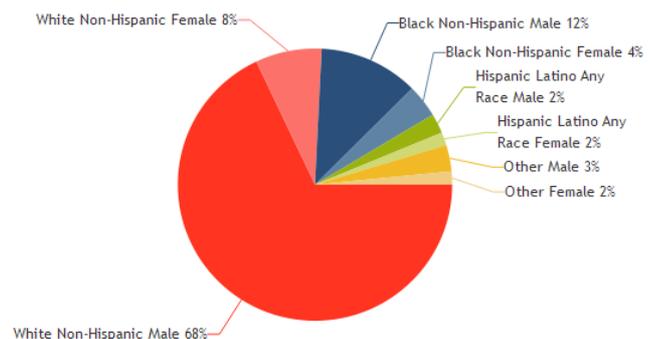
Sources:

-Available Workforce: US Census Bureau, 2021 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher)

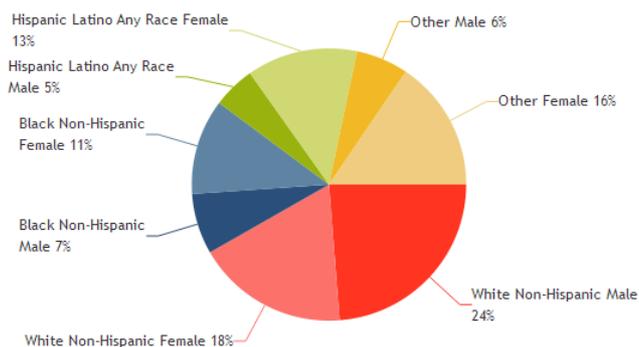
#### Applications Received



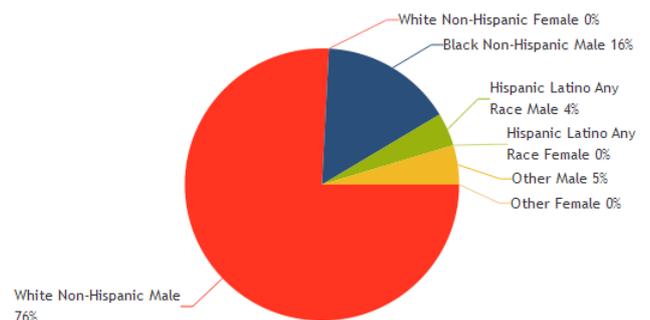
#### Applicants Hired



#### Percent Hired



#### Percent of Workforce Population



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Selection - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

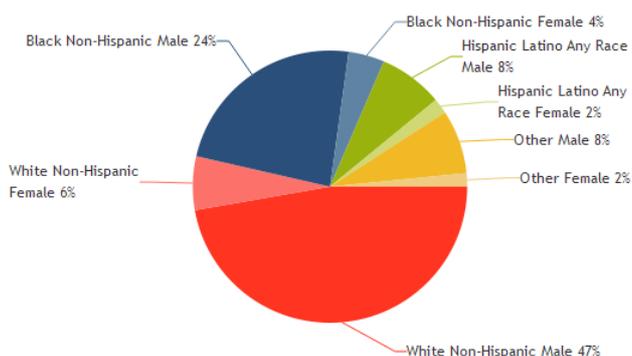
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	623	84	311	56	100	24	100	21	1319
Applicants Hired	91	9	19	11	7	1	2	1	141
Percent Hired	15%	11%	6%	20%	7%	4%	2%	5%	N/A
Percent of Workforce Population		5%		2%		0%		0%	N/A

### Reaccreditation Year 3 Notes:

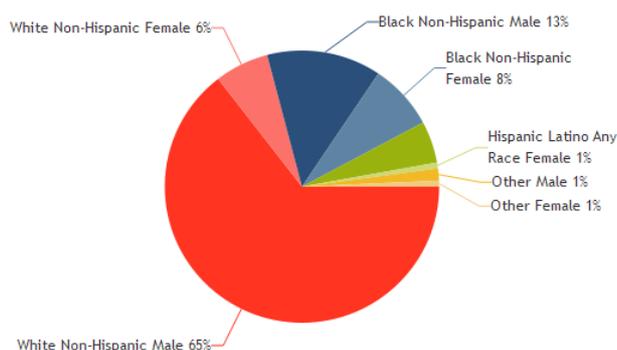
Sources:

-Available Workforce: US Census Bureau, 2022 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher)

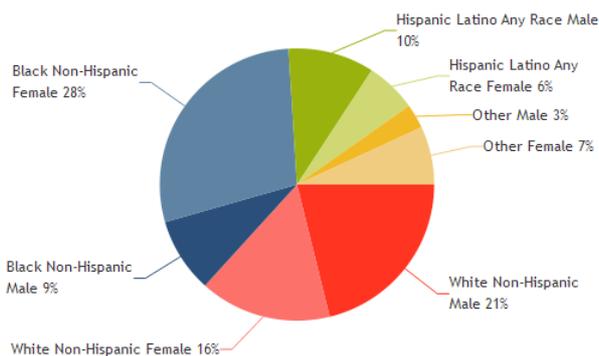
#### Applications Received



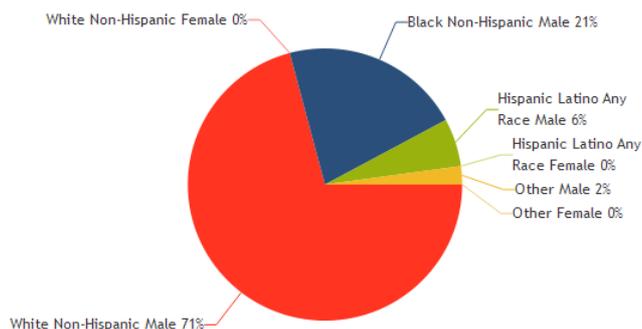
#### Applicants Hired



#### Percent Hired



#### Percent of Workforce Population



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Selection - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 12/31/2023

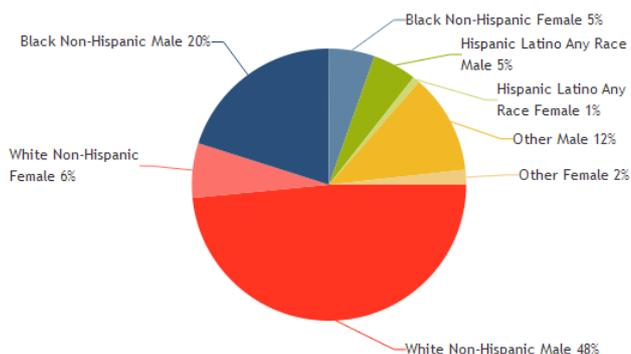
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	748	100	309	84	80	13	183	27	1544
Applicants Hired	77	6	15	2	10	2	3	3	118
Percent Hired	10%	6%	5%	2%	13%	15%	2%	11%	N/A
Percent of Workforce Population		5%		1%		1%		0%	N/A

### Reaccreditation Year 4 Notes:

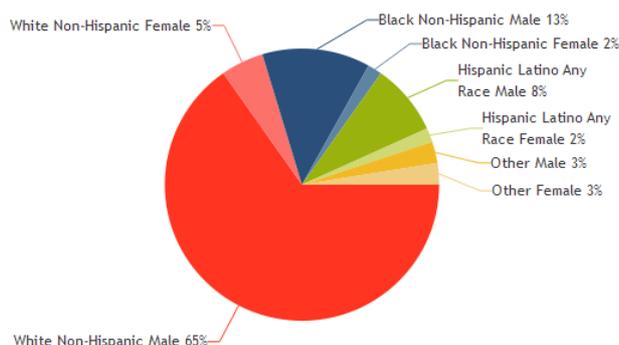
Sources:

-Available Workforce: US Census Bureau, 2023 American Community Survey 1-Year Estimate (Ages 25 +, and Educational Attainment HS/GED or higher)

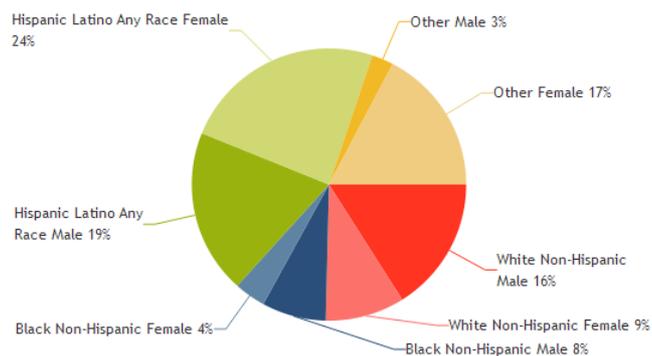
#### Applications Received



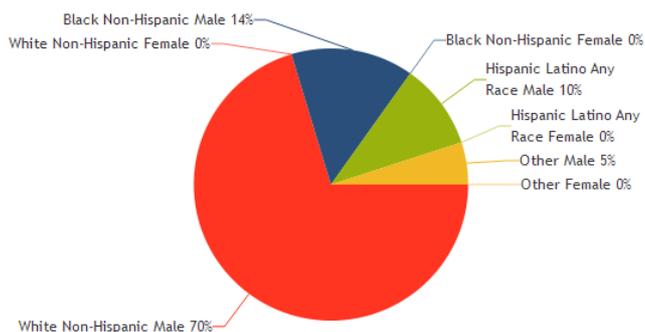
#### Applicants Hired



#### Percent Hired



#### Percent of Workforce Population



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

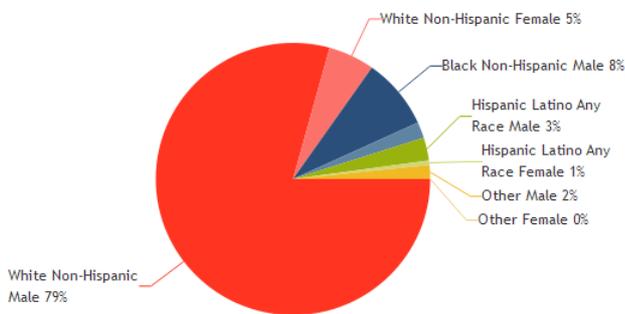
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	291	20	31	7	10	2	6	0	367
Eligible After Testing	291	20	31	7	10	2	6	0	367
Promoted	60	3	10	2	1	0	2	0	78
Percent Promoted	21 %	15 %	32 %	29 %	10 %	0 %	33 %	%	N/A

### Reaccreditation Year 1 Notes:

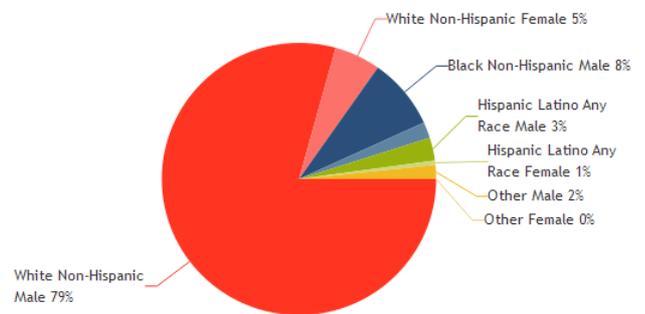
Sources:

-Human Resources Division, Office of Sworn Programs

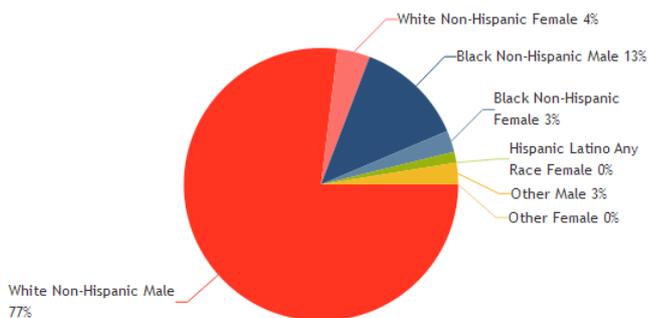
**Tested**



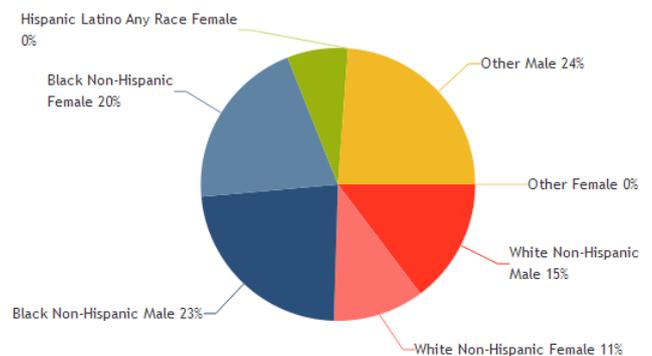
**Eligible After Testing**



**Promoted**



**Percent Promoted**



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	819	61	72	15	22	5	13	0	1007
Eligible After Testing	819	61	72	15	22	5	13	0	1007
Promoted	88	5	9	1	1	0	2	0	106
Percent Promoted	11 %	8 %	13 %	7 %	5 %	0 %	15 %	%	N/A

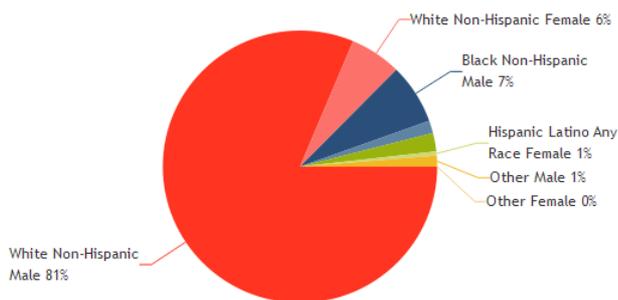
### Reaccreditation Year 2 Notes:

-Per the Department's Informational Bulletin#2021-25 dated May 17, 2021, the Virginia Acts of Assembly authorized an 8%-12% salary increase for sworn employees of the Department of State Police effective June 10, 2021. These compensation activities attributed to the increase in the number of sworn employees testing for promotion.

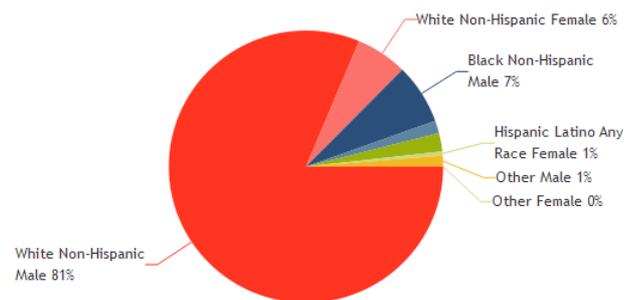
Sources:

-Human Resources Division, Office of Sworn Programs

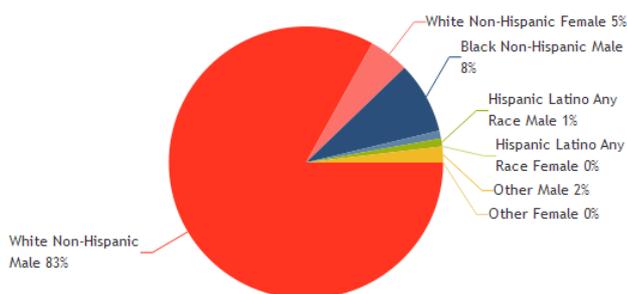
**Tested**



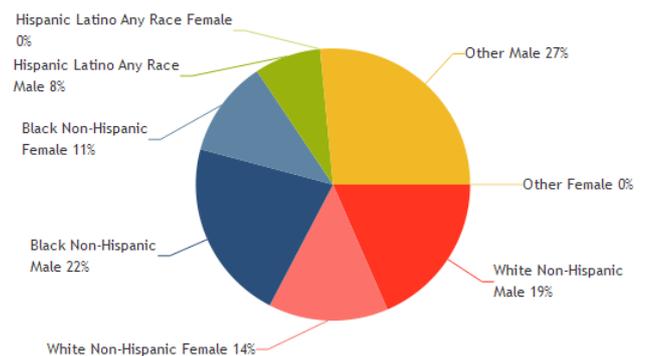
**Eligible After Testing**



**Promoted**



**Percent Promoted**



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

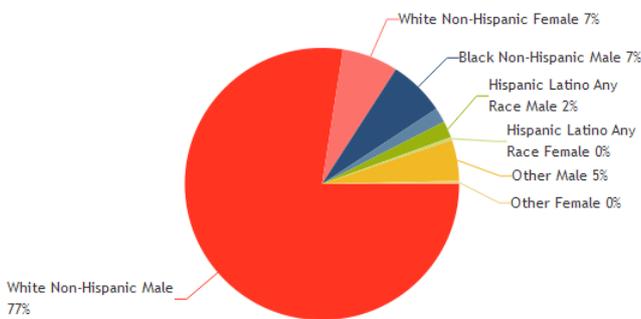
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	831	71	71	19	21	4	52	4	1073
Eligible After Testing	831	71	71	19	21	4	52	4	1073
Promoted	50	6	3	2	3	0	1	0	65
Percent Promoted	6 %	8 %	4 %	11 %	14 %	0 %	2 %	0 %	N/A

### Reaccreditation Year 3 Notes:

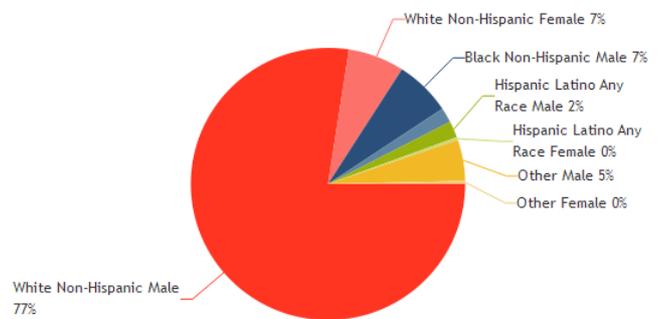
Sources:

-Human Resources Division, Office of Sworn Programs

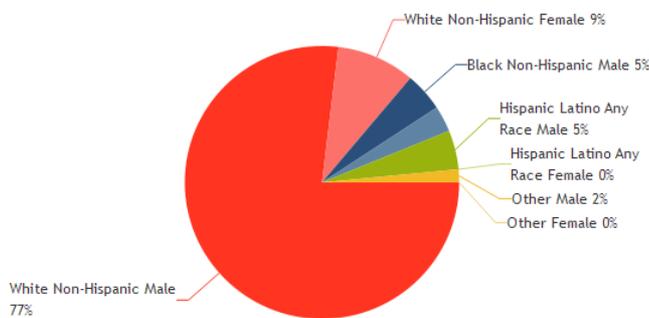
**Tested**



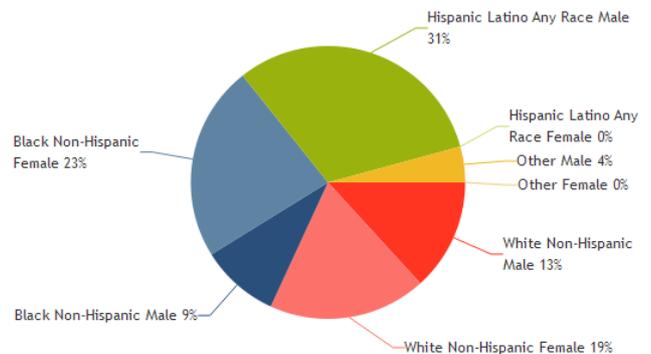
**Eligible After Testing**



**Promoted**



**Percent Promoted**



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

## Sworn Officer Promotions - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 12/31/2023

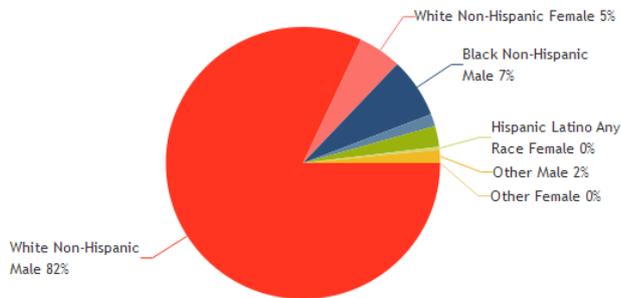
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	899	56	78	16	27	4	17	0	1097
Eligible After Testing	899	56	78	16	27	4	17	0	1097
Promoted	50	5	4	1	0	0	1	0	61
Percent Promoted	6 %	9 %	5 %	6 %	0 %	0 %	6 %	%	N/A

### Reaccreditation Year 4 Notes:

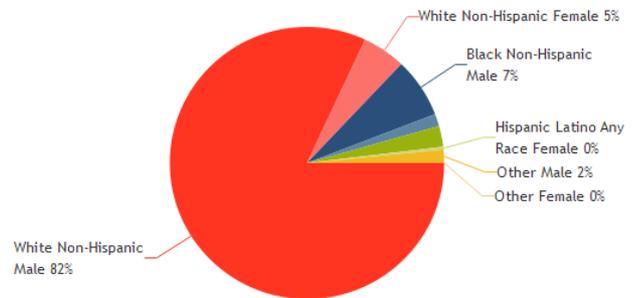
Sources:

-Human Resources Division, Office of Sworn Programs

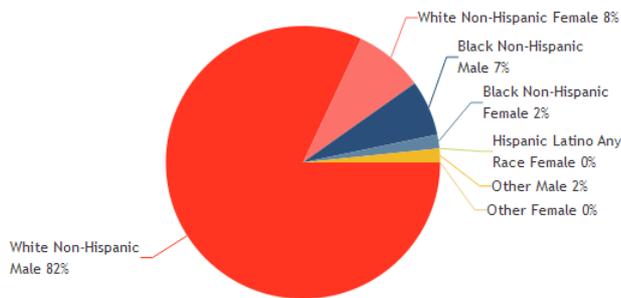
#### Tested



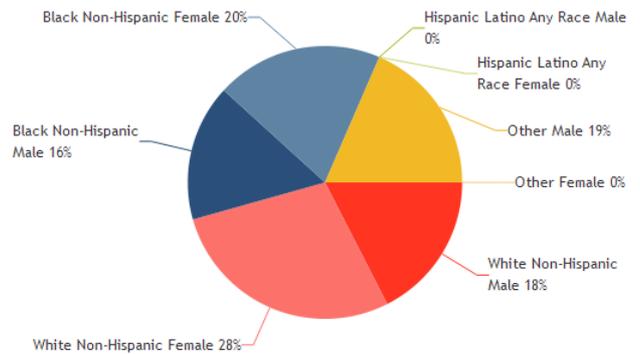
#### Eligible After Testing



#### Promoted



#### Percent Promoted



### Legend

White Non-Hispanic Male

White Non-Hispanic Female

Black Non-Hispanic Male

Black Non-Hispanic Female

Hispanic Latino Any Race Male

Hispanic Latino Any Race Female

Other Male

Other Female

