

**REPORT OF THE
JOINT SUBCOMMITTEE STUDYING**

**Retirement Benefits for
State Police Officers and
Other Law Enforcement
Officers, and Salaries of
Communications Operators of
the Virginia Department
of State Police**

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



HOUSE DOCUMENT NO. 48

**COMMONWEALTH OF VIRGINIA
RICHMOND
1989**

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GENERAL ASSEMBLY OF VIRGINIA -- 1988 SESSION

HOUSE JOINT RESOLUTION NO. 105

Establishing a joint subcommittee to study salaries and benefits of communications operators of the Virginia Department of State Police and retirement benefits for law-enforcement officers.

Agreed to by the House of Delegates, February 16, 1988

Agreed to by the Senate, March 2, 1988

WHEREAS, communications operators of the Virginia Department of State Police are classified as civilian employees; and

WHEREAS, these communications operators have a great deal in common with the uniformed officers including direct supervision by uniformed sergeants, direct involvement in troopers' duties, and classification as "essential" employees; and

WHEREAS, communications operators have the responsibilities and perform services at the level of trained professionals as is required of the uniformed officers of the Department of State Police; and

WHEREAS, state police officers have traditionally received unique retirement benefits and been subject to different eligibility requirements due to the regular performance of hazardous duties, and the physical demands inherent in their work; and

WHEREAS, currently state police officers under the State Police Officers Retirement System may retire at age fifty-five after thirty years of service and receive full benefits including certain special supplemental benefits; and

WHEREAS, other law-enforcement officers under the Virginia Supplemental Retirement System may retire at age fifty-five after thirty years of service with full benefits; and

WHEREAS, the current eligibility requirements for state police officers and other law-enforcement officers should be reevaluated to determine whether, due to the hazardous nature of their duties and the physical requirements involved, state police officers and other law-enforcement officers should be allowed to retire after twenty-five years of service without any age requirement; and

WHEREAS, similarly firefighters engage in hazardous duties and are subject to certain physical requirements, so the retirement benefits applicable to firefighters should also be examined; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That a joint subcommittee be established to study the salaries and benefits of the communications operators of the Virginia Department of State Police and to examine the eligibility requirements relating to retirement benefits payable to state police officers, other law-enforcement officers, and firefighters. The joint subcommittee shall consist of seven members: two members each of the House Committees on Appropriations and for Courts of Justice to be appointed by the Speaker of the House, and two members of the Senate Committee on Finance and one member of the Senate Committee for Courts of Justice to be appointed by the Senate Committee on Privileges and Elections. The Virginia Supplemental Retirement System shall provide assistance upon request of the joint subcommittee.

The joint subcommittee shall submit its findings and recommendations to the 1989 Session of the General Assembly.

The indirect costs of this study are estimated to be \$5,040; the direct costs of this study shall not exceed \$3,022.

Report of the Joint Subcommittee Studying
The Retirement Benefits for State Police Officers and Other
Law Enforcement Officers, and Salaries of Communications
Operators of the Virginia Department of State Police
To
The Governor and the General Assembly of Virginia
Richmond, Virginia
December, 1988

TO: The Honorable Gerald L. Baliles, Governor of Virginia
and
The General Assembly of Virginia

INTRODUCTION

The 1988 General Assembly established this joint subcommittee pursuant to House Joint Resolution No. 105 to analyze the following issues:

- I. Whether state police officers should be eligible to receive full retirement benefits after twenty-five years of service to the Commonwealth, regardless of age;
- II. Whether the Commonwealth should adopt and fund a requirement that every locality provide sheriffs and deputy sheriffs with retirement benefits equivalent to those of state police officers; and
- III. Whether the salaries of communications operators of the Department of State Police should be increased two grades from Grade 7 to Grade 9 for Communications Operators, and from Grade 8 to Grade 10 for Lead Communications Operators?

Delegate Robert B. Ball, Sr., and Senator Howard P. Anderson served as Chairman and Vice Chairman, respectively.

This joint subcommittee held four meetings to analyze the preceding issues: two public hearings and two work sessions. The preceding issues arose from three subcommittee studies by the 1987 General Assembly relating to retirement benefits of state police and compensation of constitutional officers. The following table summarizes the purpose and recommendations of the 1987 subcommittee studies on retirement benefits for state police officers and compensation of constitutional officers.

<u>Report</u>	<u>Purpose</u>	<u>Recommendations</u>
Report of JLARC on "An Assessment of Eligibility for State Police Officers Retirement System Benefits" (HD 2, 1988)	To examine whether other law enforcement groups should be included in the State Police Officers Retirement System, instead of VSRS.	The State Police Officers Retirement System should remain solely for those positions within the State Police that are currently covered. No other state law enforcement groups should be added at this time.
"Report of the Joint Subcommittee on the Compensation Board and State Support of Constitutional Officers" (HD 29, 1988)	To examine state support for salaries and benefits for constitutional officers and their employees, state support of operating expenses of constitutional officers and the method by which these funds are distributed.	Identified and analyzed issues, general recommendations.
"Report of the Virginia State Crime Commission on Law Enforcement Compensation" (SD 7, 1988)	To examine the salaries and other compensation paid to law enforcement officers and compare their salaries to those paid to law enforcement officers in other states.	A one grade pay increase for game wardens and ABC agents effective July 1, 1988, and a one grade pay increase for deputy sheriffs.

STATE POLICE OFFICERS

ISSUE I: WHETHER STATE POLICE OFFICERS SHOULD BE ELIGIBLE TO RECEIVE FULL RETIREMENT BENEFITS AFTER TWENTY-FIVE YEARS OF SERVICE TO THE COMMONWEALTH REGARDLESS OF AGE.

Sections 51-143 through 51-159 of the Code of Virginia establish the benefits available to state police officers under the State Police Officers Retirement System (SPORS). Local law enforcement officers are also entitled to receive identical benefits provided to state police officers if two prerequisites are satisfied: (i) the local government has elected to participate in the Virginia Supplemental Retirement System (VSRS) pursuant to § 51-111.31 of the Code; and (ii) the participating locality elects to provide SPORS-like benefits to local law enforcement officers pursuant to §§ 51-111.37 and 51-111.46 of the Code. Since the benefits for law enforcement officers are identical to those provided under SPORS, any change in the eligibility requirements for retirement of state police will affect the retirement requirements for local law enforcement officers and firefighters in the 37 localities currently providing SPORS-like benefits.

The following table summarizes the retirement benefits available to state police officers under SPORS and local law enforcement officers in localities that have elected to provide SPORS-like benefits pursuant to § 51-111.37:

AGE: State police officers and local law enforcement officers are eligible for full retirement benefits at age 55 and after 30 years of service, or at age 60 [§ 51-152(2)].

BENEFITS: The basic benefit is an annual retirement allowance payable to the member for life, and the amount is based on a percentage of the retiree's average final compensation, subject to the terms and conditions set forth in § 51-151(1) of the Code. Average final compensation means the average annual compensation of a member during the highest 36 consecutive months of creditable service [§ 51-144(12)]. The maximum benefit which a member is entitled to receive when added to one-half of the member's primary social security benefit cannot exceed 100% of the member's average final compensation [§ 51-151(g)]. In determining the maximum benefit payable, special supplements are excluded from the computation.

SPECIAL SUPPLEMENTS:

Members of SPORS and local law enforcement officers are eligible to receive two types of special supplements in addition to the basic retirement benefit:

- § 51-111.60:1(a) provides a cost-of-living adjustment in an amount determined pursuant to a formula based upon the United States Average Consumer Price Index, and the amount is limited to five percent per year.

- § 51-151(b) authorizes an annual special supplement of \$3,000 payable from age 55 to age 58, and \$6,000 annually from age 58 to age 65. This special supplement terminates at age 65 when social security benefits are fully payable to a member of SPORS with twenty years of hazardous duty service.

A. FACTORS TO CONSIDER IN EVALUATING A CHANGE IN THE SERVICE AND AGE REQUIREMENTS FOR RETIREMENT UNDER THE STATE POLICE OFFICERS RETIREMENT SYSTEM.

The joint subcommittee considered the following factors in analyzing whether the proposed changes in SPORS should be recommended to the 1989 General Assembly:

1. Cost.

Whether the proposed changes will result in an additional cost to the Commonwealth and its localities participating in SPORS-like benefit plans for local law enforcement officers.

2. Equitability and Eligibility.

Whether the current service and age requirements under SPORS are equitable in comparison to other states' retirement plans and the VSRS benefits provided to other state employees; whether the state police officer's exposure to hazardous duties alone is sufficient justification for reducing the service requirement and eliminating the 55 age requirement; and

3. Whether any administrative or legislative changes will be required to implement the proposal.

1. COST:

The Virginia Supplemental Retirement System (VSRS) estimated that a reduction in the length of service requirement to 25 years and elimination of the 55 years of age requirement will result in an additional cost to the Commonwealth and localities supplying SPORS-like benefits to law enforcement officers.

VSRS estimated that, based on 1988 salary data, the Commonwealth would incur an additional cost of \$1.6 million for the next biennium if state police were eligible for retirement benefits after 25 years of service, regardless of age. The Commonwealth would also incur an additional cost attributable to the Compensation Board reimbursement costs to localities for SPORS-like benefits extended to sheriffs. The House Appropriations Staff estimated that Compensation Board costs to be \$708,000. Therefore, the total state cost of changing SPORS to 25 years, no age, is estimated to be \$2.4 million. VSRS could not determine the total cost impact upon every local government supplying SPORS-like benefits to law enforcement officers without conducting an actuarial study on every locality; therefore, VSRS requested a cost estimate for the following five localities participating in the SPORS-like benefits plan pursuant to § 51-111.37, and determined that the proposal would result in a biennial cost of the following amounts if these localities were required to conform to the early service retirement proposal:

<u>Locality</u>	<u>Cost Per Biennium</u>
Appomattox	\$ 12,300
Henrico	\$943,000
Hampton	\$524,900
Virginia Beach	\$980,200
Vinton	\$ 11,400

Impact Upon Local Governments If SPORS Is Changed To 25 Years Of Service Regardless of Age:

The local retirement plans available to local law enforcement officers can be classified into three types of plans:

1. Localities currently providing SPORS-like benefits to local law enforcement officers;
2. Localities that do not provide SPORS-like benefits but provide VSRS benefits. Law enforcement officers in these localities receive the same benefits as state employees in VSRS and
3. Localities that have independent retirement plans and do not participate in VSRS or provide SPORS-like benefits to local law enforcement officers.

Although VSRS was able to officially estimate the local revenue impact upon five selected localities participating in SPORS, the joint subcommittee requested estimates on all localities in SPORS. The House Appropriations Committee Staff was requested to analyze the cost impact and submit estimates of the cost on all SPORS-like localities.

Currently, 37 localities provide retirement benefits to local law enforcement officers, which are identical to those which state police officers receive. These localities are listed in Table 2(A). If state police retirement eligibility is reduced to 25 years of service, without any age requirement, these localities will be required to provide these identical benefits to local law enforcement officers unless the provision is made optional for localities participating in SPORS. VSRS could not provide a dollar figure for these localities without conducting a specific actuarial analysis. Therefore, the House Appropriations Staff was requested to provide estimates of the potential cost which the SPORS-like localities would incur if the 25 years of service regardless of age retirement eligibility requirements were imposed upon them. The House Appropriations Staff estimated that the annual total local cost may be as high as \$3.7 million. To determine this cost, the average increased VSRS rate of the five localities (listed on page 5) which the VSRS actuary submitted its cost estimate, was applied to the 1989 salaries. The annual cost estimated, using the preceding methodology, for each locality is listed in the following table.

Table 1

BIENNIAL REVENUE IMPACT IF SPORS IS CHANGED TO
25 YEARS OF SERVICE, NO AGE REQUIREMENT

<u>SPORS (STATE POLICE ONLY)</u>	<u>STATE COST</u>	<u>LOCAL COST</u>
	\$ 1.7 million	\$ 0
COMPENSATION BOARD REIMBURSEMENT COSTS TO SPORS-LIKE LOCALITIES FOR CONSTITUTIONAL OFFICERS	\$ 708,000	
Estimated Total:	\$ 2.4 million	

Table 1(A)

ANNUAL REVENUE IMPACT UPON SPORS-LIKE LOCALITIES
IF 25 YEARS OF SERVICE, NO AGE IS MANDATORY
(SHERIFFS, FIREFIGHTERS, LOCAL POLICE)

SPORS-LIKE LOCALITIES

LOCAL COST

Estimated Total:

\$ 3.7 million

Counties: (18)

Albemarle	\$	47,216
Appomattox	\$	7,966
Augusta	\$	32,019
Bedford	\$	18,677
Campbell	\$	25,297
Chesterfield	\$	268,286
Essex	\$	5,753
Goochland	\$	7,855
Hanover	\$	54,029
Henrico	\$	417,344
Henry	\$	27,542
Loudoun	\$	124,333
Mecklenburg	\$	14,927
Pittsylvania	\$	26,595
Prince William	\$	354,506
Pulaski	\$	24,717
Roanoke	\$	84,950
York	\$	57,179

Cities: (20)

Bedford	\$	13,790
Bristol	\$	46,666
Chesapeake	\$	295,120
Colonial Heights	\$	20,898
Danville	\$	10,060

ANNUAL REVENUE IMPACT UPON SPORS-LIKE LOCALITIES
IF 25 YEARS OF SERVICE, NO AGE IS MANDATORY
(SHERIFFS, FIREFIGHTERS, LOCAL POLICE)
(continued)

SPORS-LIKE LOCALITIES

LOCAL COST

Cities:

Fredericksburg	\$	40,885
Franklin	\$	14,692
Hampton	\$	235,769
Hopewell	\$	49,918
Lynchburg	\$	139,950
Manassas	\$	43,000
Martinsville	\$	49,918
Petersburg	\$	101,632
Poquoson	\$	9,970
Radford	\$	23,799
Salem	\$	80,007
Staunton	\$	29,995
Suffolk	\$	81,016
Virginia Beach	\$	676,428
Winchester	\$	35,866

Towns: (11)

Altavista	\$	6,287
Big Stone Gap	\$	6,151
Chatham	\$	581
Culpeper	\$	13,547
Hurt	\$	382
Luray	\$	3,708
Narrows	\$	1,870
Pearisburg	\$	2,889
Vienna	\$	25,482
Vinton	\$	7,839
Warrenton	\$	10,299

The preceding revenue impact would only result if the 25 years requirement were mandatory upon localities currently providing SPORS-like benefits. If the 25 years of service with no age were optional to SPORS-like localities, the cost upon the preceding localities would be zero, until the SPORS-like locality opted to extend the benefit to its local law enforcement officers. If the locality did not make the election, the current 30 years of service and 55 years of age requirement would apply.

The following localities will not incur any revenue impact if the retirement eligibility requirements under SPORS is changed to 25 years of service with no age, because these localities do not currently provide SPORS-like benefits to local law enforcement officers. These localities provide VSRS benefits only to local law enforcement officers. The localities would only incur additional costs if they elected to provide SPORS-like benefits or if the SPORS-like benefits were changed by the Commonwealth from an optional local election to a mandate upon localities that they provide local law enforcement officers with benefits identical to those received by state police officers.

CITIES:

Emporia	Waynesboro
Norton	Williamsburg

COUNTIES:

Accomack	Giles	New Kent
Alleghany	Gloucester	Northampton
Bland	Grayson	Northumberland
Botetourt	Greene	Nottoway
Brunswick	Greensville	Orange
Buchanan	Halifax	Page
Buckingham	Highland	Patrick
Caroline	Isle of Wight	Prince Edward
Carroll	James City	Prince George
Charles City	King George	Rappahannock
Charlotte	King and Queen	Richmond
Clarke	King William	Rockbridge
Craig	Lancaster	Rockingham
Culpeper	Lee	Russell
Cumberland	Louisa	Scott
Dickenson	Lunenburg	Shenandoah
Dinwiddie	Madison	Smyth
Fauquier	Mathews	Southampton
Floyd	Middlesex	Spotsylvania
Fluvanna	Montgomery	Stafford
Frederick	Nelson	Surry
Sussex	Tazewell	Warren
Washington	Westmoreland	Wise
Wythe		

The following localities WILL NOT incur any revenue impact by changes to SPORS or SPORS-like retirement because they have independent retirement plans, and SPORS-like benefits are NOT applicable to them.

Alexandria	Fairfax	Portsmouth
Arlington	Falls Church	Powhatan County
Charlottesville	Newport News	Richmond
Danville	Norfolk	Roanoke City

2. EQUITABILITY AND ELIGIBILITY:

In determining whether the current eligibility requirements for SPORS retirement are equitable, three factors considered in the JLARC study were also considered in this analysis:

- The traditional rationale for establishing the 55-year requirement under SPORS;
- The funding mechanism for the Commonwealth's retirement system; and
- A comparison of retirement benefits available to state police officers and other state employees under VSRS.

The Commonwealth's rationale for establishing 55 as the age for retirement eligibility for state police officers is twofold: (i) because the quality of a state police officer's job performance is affected by the officer's age, state police officers have been traditionally allowed to retire at age 55; and (ii) because state police routinely perform hazardous duties such as high speed chases and arrests and are often exposed to dangerous situations in performing these duties, the retirement age for state police should remain at age 55.

Although prior to 1987 the retirement age for state police officers had traditionally been lower than the retirement age for other state employees, the 1987 General Assembly passed Senate Bill No. 434 and House Bill No. 1073, which provided that members of VSRS were eligible for full retirement benefits at age 55 with 30 years of service. This legislation appears to indicate a policy which favors a retirement system that has uniform eligibility requirements for retirement, even though benefits continue to be distinguishable based on type of service to the Commonwealth.

Since SPORS was adopted, the General Assembly has consistently reaffirmed that 55 years of age is a reasonable retirement age for state police, provided that the employee has served for 30 years, even after considering the relationship between age, job performance and hazardous duty of a state police officer. One factor which this subcommittee examined was whether a state police officer's exposure to hazardous duties declines after 25 years of service. According to the Department of State Police, there are 201 officers with 25 or more years of service. 105 officers are currently assigned to field duties and 96 are assigned to administrative duties. Field duty is defined as "the actual delivery of police service to the public; such as, the patrol of highways, apprehending violators and the investigation of crimes." Administrative duty is defined as "middle and upper level management positions or other assignments carried out in an office."

The preceding statistics indicated that the majority of state police officers with 25 years of service continue to be exposed to hazardous duties because they are serving in field positions, instead of administrative positions.

Virginia, North Carolina and Florida are the only states which require state police to work thirty years before they are eligible for retirement. Virginia is the only state that requires both 30 years of service and that the officer be 55 years of age before the officer is eligible for full retirement benefits. Notwithstanding this comparison of the Commonwealth's eligibility requirements to those of other states, Virginia's funding mechanism for retirement benefits provides a unique benefit to SPORS and VSRS members because Virginia's retirement system is a noncontributory system. A non-contributory system is one that does not require the employee to make any payments toward retirement, and the employer pays the entire amount toward retirement. Virginia is one of the following eight states which has a non-contributory retirement system for state police and other state employees: Arkansas, Connecticut, Florida, Michigan, Missouri, Tennessee, Virginia and Wyoming.

The funding mechanism for SPORS, therefore, is a significant feature in evaluating the equity of the Commonwealth's retirement policy, for although Virginia's state police are required to serve 30 years and be 55 to retire, they, unlike state police of most other states, contribute no payments toward the retirement benefits.

A final factor considered in the equity analysis is whether the benefits paid to state police officers are currently sufficient when compared to benefits paid to other state employees under VSRS. Even though retirement eligibility for SPORS and VSRS is the same, SPORS members receive increased retirement benefits in recognition of their years of hazardous duties and in efforts to attract competent law enforcement officers to a law enforcement career in the Commonwealth. SPORS members receive a special supplement of \$250 per month from age 55 to 58, and \$500 per month payable from age 58 to 65, which is NOT available to members of VSRS. Although both SPORS and VSRS members qualify for cost-of-living increases, VSRS members cannot qualify for the cost-of-living increase until age 60; SPORS members qualify at age 55. Also the maximum benefit limit is higher for SPORS (100%) than for members of VSRS (62.5% of average final compensation -- JLARC analysis). Both SPORS and VSRS benefits are exempt from Virginia individual income tax (§ 58.1-322).

In conclusion, even though eligibility requirements are identical for SPORS and VSRS members, the benefits payable to SPORS members provide state police with additional economic benefits which are unavailable to other state employees.

3. ADMINISTRATIVE OR LEGISLATIVE CHANGES:

According to VSRS, if the eligibility requirements for SPORS are amended by the General Assembly, no additional administrative changes will be required by the retirement system. To reduce the length of service requirement to 25 years of service and eliminate the 55 years of age requirement, §§ 51-150, 51-151 and 51-156 of the Code would need to be amended by the General Assembly.

1988 SURVEY OF SOUTHEASTERN STATES ELIGIBILITY
REQUIREMENTS FOR STATE POLICE OFFICERS EARLY
RETIREMENT WITH NO REDUCTION IN BENEFITS

<u>State</u>	<u>Age</u>	<u>Service</u>
Alabama	Any	30 Years
Florida	Any	30 Years
Georgia	55	Any
Kentucky	Any	20 Years
Louisiana	Any	20 Years
North Carolina	Any	30 Years
South Carolina	Any*	25 Years

*Effective July 1, 1988

TABLE 1

AGE AND YEARS OF SERVICE FOR FULL SERVICE
RETIREMENT FOR STATE POLICE

<u>STATE</u>	<u>AGE/SERVICE</u>
Alabama	52/10 or any/30
Arizona	62/15 or any/20
Arkansas	65/10, 55/35 or any/30
California	50/5
Colorado	55/20 or any/30
Connecticut	any/25
Delaware	62/10 or any/25
Florida	55/10, 52/25, any/30, or any/25 (continuous years)
Georgia	55/any
Idaho	60/5
Illinois	55/20 or 50/25
Indiana	45/20
Iowa	55/22
Kansas	55/20
Kentucky	55/5 or any/20
Louisiana	any/20
Maine	55/25
Maryland	50/any or any/25
Massachusetts	50/any or any/20
Michigan	any/25
Minnesota	55/10
Mississippi	55/5 or any/30
Missouri	60/any or 55/4
Montana	50/20
Nebraska	55/20 or any/30
Nevada	55/10 or 50/20
New Hampshire	45/20
New Jersey	55/any or any/25
New Mexico	65/5, 60/20 or any/25
New York	any/20
North Carolina	55/5 or any/30
North Dakota	55/15
Ohio	52/20
Oklahoma	50/20
Oregon	55/any or 50/25

TABLE 2

AGE AND YEARS OF SERVICE FOR FULL SERVICE
RETIREMENT FOR STATE POLICE
(continued)

<u>STATE</u>	<u>AGE/SERVICE</u>
Pennsylvania	50/any or any/35
Rhode Island	any/20
South Dakota	60/5
Tennessee	60/10 or any/30
Texas	55/20 or 55/10
Utah	65/4, 60/10 or any/20
Vermont	55/20
Virginia	60/any or 55/30
Washington	55/any or any/25
West Virginia	50/20 or any/25
Wisconsin	55/any
Wyoming	55/4

*SOURCE: House Document No. 2, 1988.

B. RATIONALE SUPPORTING CHANGES IN THE ELIGIBILITY REQUIREMENTS FOR SPORS RETIREMENT TO TWENTY-FIVE YEARS OF SERVICE WITHOUT ANY AGE REQUIREMENT.

1. Nine states currently allow state police officers to retire at any age after 25 years of service. The states included in this category are Connecticut, Delaware, Florida, Maryland, Michigan, New Jersey, New Mexico, Washington, and West Virginia.

Seven states allow state police to retire after 20 years of service regardless of age. The states included in this category are Arizona, Kentucky, Louisiana, Massachusetts, New York, Rhode Island, and Utah.

Eight states allow state police to retire after 30 years of service regardless of age. The states included in this category are Alabama, Arkansas, Colorado, Florida (alternative option), Mississippi, Nebraska, North Carolina, and Tennessee.

Proponents arguing for a change in the SPORS retirement age policy contend that Virginia is the only state requiring police officers to serve thirty years and reach age 55 for retirement; therefore, these are unreasonably restrictive service and age requirements compared to the eligibility requirements of other states.

2. Twelve localities in the Commonwealth have established separate retirement systems instead of joining VSRS: the Counties of Arlington, Powhatan, and Fairfax; and the Cities of Alexandria, Charlottesville, Danville, Falls Church, Newport News, Norfolk, Portsmouth, Richmond and Roanoke. In every county and city which has established an independent retirement plan, law enforcement officers are eligible for retirement after 25 years of service or less. Three localities, Fairfax, Norfolk and Portsmouth, allow retirement after 25 years of service regardless of age. State police officers contend that the SPORS retirement plan should similarly eliminate age as a criterion for retirement for the following reasons:
 - a. To achieve uniformity in the retirement policies of law enforcement officers so that members of local retirement systems, SPORS and localities providing SPORS-like benefits will be eligible for retirement after 25 years of service;

- b. To eliminate inequity in the current system which requires persons who entered the state police at 21 years of age, to serve for more than 30 years before being eligible for retirement, because the person is NOT 55. For example, if an officer joined the state police at the age of 21 and served 30 years, because the person is only 51 and ineligible for retirement, he must actually serve four additional years to obtain full retirement benefits. If an officer joined at the age of 25, however, that person is 55 after 30 years of service and is eligible for retirement without additional years of service.
- c. To eliminate the increased magnitude of hazards and risks which state police officers encounter because as medical evidence indicates, an officer's ability to perform certain duties declines with age. Fifty-five is an unreasonable age requirement given the officer's exposure to hazardous duties during his length of service. After evaluating the following factors, the JLARC analysis concluded that the "...Department of State Police appears to consistently face more hazards and risks than do the other law enforcement bodies of the Commonwealth"....:
- (1) The Department reported five violent line-of-duty deaths within three years;
 - (2) The Department reported fifteen line-of-duty disability retirements from 1982 to 1986;
 - (3) The Department reported a higher rate of assaults on officers than any other law enforcement agency;
 - (4) The Department reported the highest volume of arrest activity of all state law enforcement agencies; and
 - (5) The Department reported the second highest number of high speed chases.
- d. To achieve more efficient and effective law enforcement agencies, and to expand advancement opportunities for younger officers in the system.

Sheriffs and Deputy Sheriffs:

ISSUE II: WHETHER THE COMMONWEALTH SHOULD REQUIRE EVERY COUNTY AND CITY TO PROVIDE SPORS-LIKE BENEFITS FOR SHERIFFS AND DEPUTY SHERIFFS PURSUANT TO § 51-111.37, AND FUND THE COST OF PROVIDING THE EMPLOYER'S CONTRIBUTION RATE AND EMPLOYEE'S CONTRIBUTION RATE AS CURRENTLY PROVIDED FOR STATE EMPLOYEES PARTICIPATING IN THE VIRGINIA SUPPLEMENTAL RETIREMENT SYSTEM.

The joint subcommittee considered the following factors in relation to this issue:

1. Current funding.

The current method for funding SPORS-like benefits for sheriffs, and which counties and cities currently provide these benefits;

2. Additional costs.

The additional financial and administrative costs for the Commonwealth (VSRS and the Compensation Board) if the state funds SPORS-like benefits for all sheriffs' offices in the Commonwealth;

3. Rationale.

The rationale which proponents of state funding of sheriffs' retirement benefits submit for changing the current policy regarding local law enforcement officers' benefits; and

4. Policy.

The Commonwealth's traditional policy regarding local retirement benefits.

1. CURRENT FUNDING FOR SHERIFFS' RETIREMENT BENEFITS:

Section 14.1-51 provides that the Compensation Board shall establish a fair and reasonable budget of the amount which the state will pay for sheriffs' salaries, expenses and other allowances. The Compensation Board determines the state's contribution toward the preceding expenses after considering the funding request submitted by the sheriff's office. The state pays a portion of the expenses based on the rationale that the sheriff, like other constitutional officers, provides services to the state and locality; therefore, the state should finance its share of such services. In addition to the funds provided by the state to sheriffs, § 14.1-11.4 provides that any locality may supplement the compensation of the sheriff (and other constitutional officers) above the salary and other expenses paid by the state. Such additional compensation shall be wholly payable from the funds of the county or city pursuant to § 14.1-11.4. As a result, according to a 1987 Sheriff's Association survey, 26 localities pay supplemental salaries to sheriffs.

Currently, retirement benefits for sheriffs and deputy sheriffs are funded by the Compensation Board because these officers are constitutional officers. The retirement benefit consists of two parts: (1) the employer's contribution rate, which is a certain percentage of creditable compensation and (2) the employee's contribution rate, which is always 5% of creditable compensation. Since sheriffs are constitutional officers, the locality pays the cost of the employer's contribution rate, and the Compensation Board reimburses the locality in an amount equal to the cost of the employer's contribution rate. This rate varies by locality, depending on the actuarial evaluation. The sheriff, unlike state employees under VSRS, must pay the cost of the employee's contribution rate of 5% of compensation per pay period, unless the locality has elected to assume the employee's contribution rate pursuant to § 51-111.46(h). The cost of assuming the employee's rate is paid by the locality and is not reimbursed by the Compensation Board. According to VSRS, 37 localities provide SPORS-like benefits to law enforcement officers and 30 of these localities pay the cost of the employee's contribution rate. The assumption of the employee's contribution rate is considered a supplement pursuant to § 14.1-11.4, which is payable wholly from funds of the county or city (See Tables attached).

TABLE 3

LOCALITIES PROVIDING SPORS-LIKE BENEFITS TO SHERIFFS

VSRS current rate: 7.5%

<u>Locality</u>	<u>Employer's Contribution Rate</u>	<u>Employee's Rate</u>	<u>Local Assumption Of Employee's Rate</u>	<u>Compensation Board Reimbursement</u>
<u>Counties:</u>				
Albemarle	6.07%	5%	YES	6.07%
Appomattox	8.12%	5%	NO	8.12%
Augusta	8.06%	5%	NO	8.06%
Bedford	8.68%	5%	YES	8.68%
Campbell	8.48%	5%	NO	8.48%
Chesterfield	6.11%	5%	YES	6.11%
Essex	8.65%	5%	NO	8.65%
Goochland	8.18%	5%	NO	8.18%
Hanover	6.34%	5%	YES	6.34%
Henrico	8.07%	5%	YES	8.07%
Henry	8.37%	5%	YES	8.37%
Loudoun	6.56%	5%	YES	6.56%
Mecklenburg	9.09%	5%	NO	9.09%
Pittsylvania	8.17%	5%	NO	8.17%
Prince William	6.37%	5%	YES	6.37%
Pulaski	7.82%	5%	YES	7.82%
Roanoke	6.53%	5%	YES	6.53%
York	7.40%	5%	YES	7.40%
<u>Cities:</u>				
Bedford	9.40%	5%	YES	9.40%
Bristol	10.86%	5%	NO	10.86%
Chesapeake	7.91%	5%	YES	7.91%
Colonial Heights	8.19%	5%	YES	8.19%
Danville	11.24%	5%	YES	11.24%

TABLE 3
(continued)

LOCALITIES PROVIDING SPORS-LIKE BENEFITS TO SHERIFFS

VSRS current rate: 7.5%

<u>Locality</u>	<u>Employer's Contribution Rate</u>	<u>Employee's Rate</u>	<u>Local Assumption Of Employee's Rate</u>	<u>Compensation Board Reimbursement</u>
<u>Cities:</u>				
Fredericksburg	8.86%	5%	YES	8.86%
Franklin	11.94%	5%	YES	11.94%
Hampton	8.57%	5%	YES	8.57%
Hopewell	7.32%	5%	YES	7.32%
Lynchburg	10.74%	5%	YES	10.74%
Manassas	7.77%	5%	YES	7.77%
Martinsville	9.29%	5%	YES	9.29%
Petersburg	7.20%	5%	YES	7.20%
Poquoson	6.42%	5%	YES	6.42%
Radford	8.26%	5%	YES	8.26%
Roanoke	8.71%	5%	YES	8.26%
Salem	7.72%	5%	YES	7.72%
Staunton	10.51%	5%	YES	10.51%
Suffolk	7.48%	5%	YES	7.48%
Virginia Beach	6.52%	5%	YES	6.52%
Winchester	9.66%	5%	NO	9.66%

TABLE 4

COUNTIES AND CITIES THAT BELONG TO VSRS;
DO NOT PROVIDE SPORS-LIKE BENEFITS TO LOCAL LAW ENFORCEMENT OFFICERS

Cities:

Alexandria
Emporia
Norton
Waynesboro
Williamsburg

Counties:

Accomack
Alleghany
Bland
Botetourt
Brunswick
Buchanan
Buckingham
Caroline
Carroll
Charles City
Charlotte
Clarke
Craig
Culpeper
Cumberland
Dickenson
Dinwiddie
Fauquier
Floyd
Fluvanna
Frederick
Sussex
Washington
Wythe

Giles
Gloucester
Grayson
Greene
Greensville
Halifax
Highland
Isle of Wight
James City
King George
King and Queen
King William
Lancaster
Lee
Louisa
Lunenburg
Madison
Mathews
Middlesex
Montgomery
Nelson
Tazewell
Westmoreland

New Kent
Northampton
Northumberland
Nottoway
Orange
Page
Patrick
Prince Edward
Prince George
Rappahannock
Richmond
Rockbridge
Rockingham
Russell
Scott
Shenandoah
Smyth
Southampton
Spotsylvania
Stafford
Surry
Warren
Wise

TABLI

LOCALITIES WITH INDEPENDENT RETIREMENT PLANS

<u>Locality</u>	<u>Eligibility</u>		<u>Type Plan</u>		<u>Social Security Supplement</u>	
	<u>Age/Service</u>		<u>*Contributory/Noncontributory**</u>		<u>Yes</u>	<u>No</u>
Alexandria	None:	"Defined Contribution Plan"	X			X
Arlington	Pre 1981:	50				
	Post:	52 or 50/and 25	X			X
Charlottesville		55 and 30		X	X	
Danville		55 and 30		X		X
Fairfax	Pre 1981:	20 years	X			X
	Post:	55 or 25				
Falls Church		50 and 25	X			X
Newport News		55 or 30		X		X
Norfolk		55 or 25		X		X
Portsmouth		55 or 25		X		X
Powhatan		65	X			X
Richmond		50 and 25		X	X	
Roanoke		50 and 25		X		X

* Contributory - The employee contributes a percentage of compensation to fund the retirement benefit

**Noncontributory - The locality pays 100% of the funding costs for the retirement plan.

2. COST TO THE COMMONWEALTH:

In the past, cost has been a significant factor in the Commonwealth's reluctance to fully fund benefits for constitutional officers and their employees. The five constitutional officers are sheriffs, clerks of courts, commissioners of the revenue, treasurers, and Commonwealth's attorneys. In 1984, when the Commonwealth fully funded the retirement costs for state employees, consideration was also given to funding the employer and employee contribution rates for constitutional officers. Nevertheless, according to a 1988 report (HB 29, 1988), the proposal was rejected because the funding mechanisms for retirement plans in localities were too diverse to make the transition to state funding efficiently and without an undue administrative burden.

Previous studies, however, were broader than the issue of assuming the employer's and employee's contribution rate for sheriffs and deputies in all localities. Two factors were considered in analyzing the cost of a state funded retirement system for sheriffs and deputy sheriffs:

- the increase in the employer and employee contribution rates; and
- the Compensation Board reimbursement rate to localities.

VSRS was unable to determine the increases in the employer and employee contribution rates if a mandatory requirement was imposed upon all localities to provide SPORS-like benefits to sheriffs and deputies because this determination would require an independent actuarial study on each locality, with an estimated cost of \$10,000. However, during the 1988 General Assembly, VSRS estimated that the employer's contribution rates would increase to the following rate if the Commonwealth established a separate state funded retirement system for sheriffs and deputies with benefits equivalent to state police officers:

- 11.16% of covered payroll, assuming all past service liabilities transferred to state; and
- 7.69% of covered payroll, assuming all past service liability remained with local governments.

These rates represent the increase in the employer's contribution rate only.

Based on the preceding VSRS assumptions, the Compensation Board estimated that the Commonwealth would incur the following costs if SPORS-like benefits were provided to sheriffs and deputy sheriffs in every locality:

REVENUE IMPACT

SHERIFFS RETIREMENT

<u>Proposal</u>	<u>Estimated Biennial State Cost</u>
A. FULL STATE FUNDING:	
1. SPORS-like benefits mandatory with state funding of employer and employee contribution costs, past service liability costs paid by the State	\$ 20.4 million
2. SPORS-like benefits mandatory with state funding of employer and employee contribution costs, past service liability costs paid by the Local Government	\$ 12.6 million
B. PARTIAL STATE FUNDING:	
1. SPORS-like benefits mandatory with state funding of employer contribution costs only, past service liability paid by state	\$ 9.2 million
2. SPORS-like benefits mandatory with state funding of employer contribution costs only, past service liability paid by local government	\$ 1.5 million

*Figures do not show cost impact upon the retirement benefits of localities that will be required to pay an increased retirement rate as a result of supplying sheriffs with the additional benefit.

The Compensation Board, however, cautioned that these figures may not necessarily reflect the total cost of state funding for sheriffs and deputies' retirement benefits because by removing sheriffs from the retirement scheme applicable to other constitutional officers, the contribution rates of the other constitutional officers may increase. Additionally, by fully funding sheriffs' benefits, the number of participants in the retirement plan applicable to other law enforcement officers is reduced; therefore, this could affect the employer and employee contribution rates for other local law enforcement officers who receive SPORS-like benefits.

3. RATIONALE SUPPORTING STATE FUNDING OF SPORS-LIKE RETIREMENT BENEFITS FOR SHERIFFS AND DEPUTY SHERIFFS:

Three reasons tend to support state funding of SPORS-like retirement benefits for sheriffs and deputy sheriffs:

- a. Statistics indicate that sheriffs' duties are comparably hazardous to duties performed by state police officers; therefore, localities should be required to provide SPORS-like benefits to sheriffs and deputy sheriffs.

To support this contention, the Sheriff's Association suggested that the volume of crimes and number of assaults on sheriffs should be considered as indicators of hazardous duty. The Crime Index, which is a statistical compilation of crimes ranked in order of seriousness, indicates that most of the following crimes are reported to sheriffs and local police departments instead of state police:

1. Murder
2. Forcible Rape
3. Robbery
4. Aggravated Assault
5. Burglary
6. Larceny
7. Motor Vehicle Theft

Table 1 (in Appendices) indicates by county and city the type of crime committed and to which law enforcement agency the crime was reported. In examining the data contained in the Uniform Crime Report (UCR), please note that the UCR does not reflect the support services, such as investigative expertise, which the state police provide to other law enforcement agencies. Often, the state police provide assistance in investigating crimes; however, the local agency is credited with the case in the UCR because the UCR reflects only arrest and offense totals. The Department of State Police, therefore, maintains an internal data summary system which indicated the number of prime incidents, assists and arrests which the Department provide for each type of offense. "Prime incidents" means that the crime was reported directly to the Department. "Assists" means the Department provided some support services to another agency in investigating the crime. "Number of arrests" means the total number of arrests which the Department made for the particular type of offense. The Department's internal data summary sheet for 1987 is attached. As Table 6 illustrates, the total number of assaults on sheriffs was substantially higher than assaults on state police. The state police reported a total of 59 assaults on officers, whereas sheriffs reported 149 assaults on officers.

Table 7 contains the number of Part II arrests made by sheriffs' officers in each county. Part II arrests are defined as all other crime classifications which are not defined as Index offenses. Although the table does not indicate the number of arrests per officer, it indicates that the volume of Part II arrests by sheriffs is very high.

- b. Sheriffs also contend that SPORS-like benefits should be provided to sheriffs to achieve uniformity and parity in the retirement benefits available to law enforcement officers who perform comparably hazardous duties.

The local option feature of the current retirement system creates an inequity because sheriffs perform duties comparably hazardous to duties performed by state police in every county and city; however, the availability of benefits for sheriffs depends on whether the county or city elects to fund SPORS-like benefits. Proponents of state funded SPORS-like benefits for sheriffs claim that this inequity should be eliminated so that sheriffs obtain the same economic benefits at retirement for performing the same duties as state police. A comparison of the Class Specifications for State Police Trooper II positions and Deputy Sheriffs indicates that both officers perform identical function and duties, and are also subject to the same qualifications.

- c. Sheriffs' duties are primarily devoted to duties on behalf of the state rather than the locality; therefore, the Commonwealth should fully fund sheriffs' retirement benefits costs.

The 1988 Study on Compensation of Constitutional Officers concluded that 77% of all duties performed by sheriffs are devoted to state functions and only 23% are local duties. Since the Commonwealth already funds 79% of sheriffs' officers actual expenses, the complete funding of retirement benefits would not be inconsistent with current funding policies.

4. RATIONALE OPPOSING MANDATORY SPORS-LIKE BENEFITS FOR SHERIFFS AND DEPUTY SHERIFFS.

In 1964, a study subcommittee reaffirmed the position that membership in the retirement system of constitutional officers and employees at the local level should be optional (SD 3, 1964, Retirement of Constitutional Officers and Employees). That subcommittee considered whether the state should extend VSRS to constitutional officers instead of allowing the locality to join VSRS. The subcommittee rejected a course of action that imposed state mandates on local government membership in the retirement system in lieu of optional membership. The subcommittee encouraged constitutional officers to educate their local governments about the benefits of VSRS and to encourage them to join the system in lieu of a mandatory membership policy. The subcommittee submitted the following comment:

"The Virginia Supplemental Retirement System as it is presently constituted is in keeping with the State's general policy of promoting local autonomy. Since the locality must share a portion of the employer cost, the adoption of any mandatory provision for coverage of constitutional officers and employees, whether by direct or indirect means, would be in effect an expenditure by the state from the locality's treasury."

Similarly, it appears that a mandatory provision requiring all local governments to provide SPORS-like benefits to sheriffs may be inconsistent with the traditional policy of allowing a local option retirement policy. Even though the proposed plan would require full state funding of retirement benefits, the organization, staffing levels and administrative requirements involved in implementing the proposal may still negatively impact local governments.

TABLE 6

ASSAULTS ON POLICE OFFICERS

Sheriffs' Officers -- 1987

COUNTIES:

Alleghany	1	Montgomery	6
Amherst	7	Northampton	2
Augusta	1	Orange	8
Bedford	3	Page	5
Botetourt	2	Patrick	1
Buchanan	7	Pittsylvania	1
Campbell	14	Powhatan	1
Carroll	1	Prince Edward	1
Clarke	1	Prince George	3
Craig	1	Pulaski	4
Culpeper	6	Roanoke	10
Dinwiddie	3	Rockbridge	1
Essex	2	Rockingham	3
Fauquier	1	Russell	1
Fluvanna	1	Scott	2
Frederick	3	Smyth	3
Goochland	1	Southampton	1
Grayson	2	Stafford	1
Greene	6	Warren	1
Halifax	6	Westmoreland	6
Hanover	1	Wythe	1
Henry	6	York	2
Highland	1		
Loudoun	3		
Mathews	5		

State Police Part II Arrests -- 1987	17,543
State Police Assaults on Officers -- 1987	59
Sheriff's Department Assaults on Officers -- 1987	149
Assaults on Police Officers -- all other Departments -- 1987	1,369

TABLE 7
SHERIFFS' OFFICES PART II ARRESTS
1987

COUNTIES:

Accomack	471	Essex	220	Lunenburg	331	Southampton	487
Alleghany	264	Fauquier	718	Madison	186	Spotsylvania	827
Amelia	38	Floyd	145	Mathews	384	Stafford	1072
Amherst	698	Fluvanna	124	Mecklenburg	473	Surry	118
Appomattox	103	Franklin	961	Middlesex	188	Sussex	60
Augusta	1106	Frederick	981	Montgomery	1514	Tazewell	1703
Bath	78	Giles	330	Nelson	99	Warren	426
Bedford	603	Gloucester	672	New Kent	182	Washington	1380
Bland	35	Goochland	171	Northampton	72	Westmoreland	418
Botetourt	315	Grayson	318	Northumberland	230	Wise	1048
Brunswick	173	Greene	348	Nottoway	349	Wythe	846
Buchanan	1365	Greensville	255	Orange	457	York	608
Buckingham	127	Halifax	294	Page	478		
Campbell	777	Hanover	769	Patrick	450		
Caroline	616	Henry	1529	Pittsylvania	1334		
Carroll	568	Highland	36	Powhatan	210		
Charles City	145	Isle of Wight	155	Prince Edward	227		
Charlotte	259	King&Queen	45	Prince George	354		
Clarke	213	King George	328	Pulaski	706		
Craig	52	King William	125	Rappahannock	116		
Culpeper	651	Lancaster	195	Richmond	168		
Cumberland	68	Lee	547	Roanoke	1974		
Dickenson	143	Loudoun	1408	Rockbridge	554		
Dinwiddie	373	Louisa	253	Rockingham	1673		
				Russell	37		
				Scott	698		
				Shenandoah	156		
				Smyth	381		

Although some sheriffs and deputy sheriffs perform law enforcement duties comparable to duties of state police officers, sheriffs and deputy sheriffs also perform duties as jailers and courtroom security officers. For purposes of determining the salary range of deputy sheriffs the Compensation Board is required by § 14.1-73.1:2 to compare the deputy sheriffs salaries to salaries of a state correctional officer. Whereas, for retirement benefit purposes, § 51.1-111.37 requires the local governing body to compare the duties of the sheriff and deputy sheriff to duties of a state police officer to determine whether the duties are comparably hazardous so that SPORS-like benefits may be extended to the local law enforcement officers. In essence, the sheriffs and deputy sheriffs perform duties similar to duties performed by both state police officers and correctional officers.

The Compensation Board divides deputy sheriffs into the following three categories for salary purposes:

1. law enforcement officer;
2. correctional officer; and
3. courtroom security officer.

A law enforcement officer prevents and detects crime, and enforces the penal, traffic or highways laws of the Commonwealth. (§ 9-169)

A correctional officer (jailer) keeps records describing persons committed to the local jail, types of offenses and terms of confinement. (§ 53.1-116)

A courtroom security officer ensures that the courthouses and courtrooms within the jurisdiction are secure from violence and disruption. (§ 53.1-120)

The joint subcommittee determined that in most counties of the Commonwealth, sheriffs and deputy sheriffs perform all three of the preceding duties. In most cities; however, deputy sheriffs' duties are limited to duties as jailers and courtroom security officers. The attached table summarizes by locality the type of duties performed by deputy sheriffs and whether the locality currently provides SPORS-like benefits to sheriffs and deputy sheriffs. The joint subcommittee concluded that there appears to be no correlation between the type of duties assigned to the deputy sheriffs by the Compensation Board for salary purposes, and whether the locality provides SPORS-like retirement benefits to the sheriffs and their deputies.

TABLE 8

COMPENSATION BOARD CLASSES/DEPUTY SHERIFFS

<u>County</u>	<u>Law Enforcement</u>	<u>Correctional</u>		<u>SPORS-like Retirement</u>	
		<u>Officer (Jailer)</u>	<u>Courtroom Security</u>	<u>YES</u>	<u>NO</u>
Accomack	X				
Albemarle			X	X	
Alleghany	X	X	X		
Amelia	X		X		
Amherst	X	X	X		
Appomattox	X	X	X	X	
Arlington		X	X	Independent Retirement System	
Augusta	X	X	X	X	
Bath	X	X	X		
Bedford	X	X	X	X	
Bland	X	X	X		
Botetourt	X	X	X		
Brunswick	X		X		
Buchanan	X	X	X		
Buckingham	X	X	X		
Campbell	X	X	X	X	
Caroline	X	X	X		
Carroll	X	X	X		
Charles City	X		X		
Charlotte	X	X	X		
Chesterfield		X	X	X	
Clarke	X	X	X		
Craig	X		X		
Culpeper	X	X	X		
Cumberland	X		X		
Dickenson	X	X	X		
Dinwiddie	X	X	X		
Essex	X		X	X	
Fairfax		X	X	Independent Retirement System	
Fauquier	X	X	X		
Floyd	X	X	X		
Fluvanna	X		X		
Franklin	X	X	X		
Frederick	X	X	X		
Giles	X	X	X		

COMPENSATION BOARD CLASSES/DEPUTY SHERIFFS

<u>County</u>	<u>Law Enforcement</u>	<u>Correctional</u>		<u>SPORS-like Retirement</u>	
		<u>Officer (Jailer)</u>	<u>Courtroom Security</u>	<u>YES</u>	<u>NO</u>
Gloucester	X	X	X		
Goochland	X		X	X	
Grayson	X	X	X		
Greene	X		X		
Greensville	X	X	X		
Halifax	X	X	X		
Hanover	X	X	X	X	
Henrico		X	X	X	
Henry	X	X	X	X	
Highland	X	X	X		
Isle of Wight	X		X		
James City County			X		
King & Queen	X		X		
King George	X		X		
King William	X		X		
Lancaster	X	X	X		
Lee	X	X	X		
Loudoun	X	X	X	X	
Louisa	X	X	X		
Lunenburg	X		X		
Madison	X		X		
Mathews	X		X		
Mecklenburg	X	X	X	X	
Middlesex	X		X		
Montgomery	X	X	X		
Nelson	X	X	X		
New Kent	X		X		
Northampton	X	X	X		
Northumberland	X	X	X		
Nottoway	X		X		
Orange	X	X	X		
Page	X	X	X		
Patrick	X	X	X		
Pittsylvania	X	X	X	X	
Powhatan	X		X	X	

Independent Retirement System

COMPENSATION BOARD CLASSES/DEPUTY SHERIFFS

<u>County</u>	<u>Law Enforcement</u>	<u>Correctional</u>		<u>SPORS-like Retirement</u>	
		<u>Officer (Jailer)</u>	<u>Courtroom Security</u>	<u>YES</u>	<u>NO</u>
Prince Edward	X		X		
Prince George			X		
Prince William			X	X	
Pulaski	X	X	X	X	
Rappahannock	X	X	X		
Richmond	X	X	X		
Roanoke	X	X	X	X	
Rockbridge	X		X		
Rockingham	X	X	X		
Russell	X	X	X		
Scott	X	X	X		
Shenandoah	X	X	X		
Smyth	X	X	X		
Southampton	X	X	X		
Spotsylvania	X		X		
Stafford	X	X	X		
Surry	X		X		
Sussex	X	X	X		
Tazewell	X	X	X		
Warren	X	X	X		
Washington	X	X	X		
Wise	X	X	X		
Wythe	X	X	X		
York	X	X	X		

Cities:

Alexandria	X	X	Independent
Bedford	X	X	X
Bristol	X	X	X
Buena Vista		X	
Charlottesville		X	Independent

COMPENSATION BOARD CLASSES/DEPUTY SHERIFFS

<u>City</u>	<u>Law Enforcement</u>	Correctional	<u>Courtroom Security</u>	SPORS-like Retirement	
		<u>Officer (Jailer)</u>		<u>YES</u>	<u>NO</u>
Chesapeake		X	X	X	
Clifton Forge			X	X	
Colonial Heights			X	X	
Covington	X	X	X		
Danville		X	X		Independent
Emporia			X		
Fairfax		X	X		
Falls Church			X		Independent
Franklin	X	X	X	X	
Fredericksburg			X	X	
Galax					
Hampton		X	X	X	
Harrisonburg					
Hopewell			X	X	
Lexington					
Lynchburg		X	X	X	
Manassas			X	X	
Manassas Park			X		
Martinsville		X	X	X	
Newport News		X	X		Independent
Norfolk		X	X		Independent
Norton			X		
Petersburg		X	X	X	
Poquoson	X	X	X	X	
Portsmouth		X	X		Independent
Radford		X	X	X	
Richmond		X	X		Independent
Roanoke		X	X		Independent
Salem			X	X	
South Boston					
Staunton			X	X	
Suffolk		X	X	X	
Virginia Beach			X	X	X
Waynesboro			X		
Williamsburg		X	X		
Winchester			X	X	

COMMUNICATIONS OPERATORS

ISSUE III: WHETHER THE SALARIES OF COMMUNICATIONS OPERATORS OF THE DEPARTMENT OF STATE POLICE SHOULD BE INCREASED TWO GRADES.

The following four factors were considered in evaluating the salaries of communications operators of the Department of State Police:

1. The duties which communications operators perform;
2. The current grade levels and salaries of communications operators;
3. The cost of regrade;
4. The qualifications and training requirements of communications operators; and
5. The rationale supporting a salary increase for communications operators.

1. Duties:

A State Police Communications Operator performs the following duties according to the class specification of the Department of Personnel and Training:

- Operates a radio console, teletype and other equipment to transmit and receive messages and other data relating to law enforcement and emergency services;
- Operates a radio console for all persons using the State Police Communications System;
- Records messages in a radio log;
- Operates a radio paging device to contact persons on a standby status;
- Answers emergency telephone calls from citizens, obtains necessary information and takes appropriate action to dispatch police, fire, rescue or wrecking assistance;
- Receives visitors during irregular office hours;
- Listens to complaints and requests for assistance;
- Maintains work schedules for field personnel, telephone listings;
- Checks headquarters building for security;
- Processes criminal justice information for the Virginia Criminal Information Network Control Center which involves obtaining information from any state, federal or local criminal justice agency, criminal history information from State Police files or drivers' records from DMV.

2. Grade Levels and Salary Ranges:

Currently there are two grade levels for communications operators employed by the Department of State Police:

	<u>Grade</u>	<u>Salary Range FY 1988-89</u>	<u>Salary Range FY 1987-88</u>
<u>Lead Communications Operator</u>	8	\$18,134- \$24,767	\$17,521 - \$23,929
<u>Communications Operator</u>	7	\$16,585 - \$23,929	\$16,035 - \$21,889

3. Cost of Regrade:

The Department of Personnel and Training reported that currently there are 75 filled positions in the State Police Communications Operator Class and 21 filled positions in the State Police Lead Communications Operator Class. In analyzing the cost, the Department determined that the cost of a two-grade regrade is affected by the number of step increases authorized by the regrade. For a two-grade regrade, therefore, the cost will range depending upon the number of step increases; thus, there is a minimum and maximum cost. The maximum step increases for a two-grade regrade is four steps and the minimum steps is zero. The attached table illustrates the cost range of the two-grade regrade.

According to the Department of Personnel and Training, the issue of a regrade for communications operators was examined in 1987. The Department surveyed eight southeastern states and the salaries of communications operators. The Department determined that the Commonwealth's salaries are competitive in comparison to those of other states and the turnover rate is relatively low. According to the State Police, few communications operators transfer to trooper positions. Also, the average years of service for State Police communications operators is 7.5 years and 16.8 years for State Police communications lead operators. The average years of service for all classified state employees is 9.7 years of service. As these statistics indicate, the average length of service does not indicate a high turnover rate, since turnover rates that do not exceed the state average are normally considered acceptable.

Table 9

REVENUE IMPACT

Estimated Cost of a Two Grade Salary Regrade for
Communications Operators of the Department of State Police

<u>Current Grade</u>		<u>Proposed Change</u>		<u>Biennial Cost</u>
COMMUNICATIONS OPERATOR				
Grade 7	to	Grade 9:	Minimum:	\$174,079 (0 step)
				\$259,419 (1 step)
				\$422,280 (2 step)
LEAD COMMUNICATIONS OPERATOR				
Grade 8	to	Grade 10:	Maximum:	\$606,690 (3 step)
				\$811,708 (4 step)

*The cost is based upon the number of step increases which are authorized by the two grade regrade.

4. Qualifications and Training:

The qualifications required for a communications operator are as follows:

- Graduation from high school and additional position related education or experience.
- Ability to enunciate clearly.
- Ability to type.
- Ability to use good judgment under stress.

The training program for communications operators is a three-week program consisting of an 80-hour training course at the State Police Academy, and 40 hours of field training. The Basic Communications Operator's School consists of courses in public relations, state police procedures, speech and telephone techniques, emergency communications, first aid, CPR, and geography of Virginia.

5. Rationale Supporting A Salary Increase for Communications Operators of the Department of State Police:

- a. Communications operators provide essential communication services for the Department of State Police, and many other state and federal law enforcement agencies also benefit from their services, including:
 - Department of Alcoholic Beverage Control
 - Division of Motor Vehicles
 - Secret Service
 - Virginia Emergency Operations Center
 - Bureau of Mines
- b. Communications operators perform many different types of dispatching tasks that require operators to consistently exercise good judgment and clear thinking under stressful conditions because all radio and telephone communications occur simultaneously. The following are some examples of the duties which communications operators perform on a regular basis:

- Dispatch troopers to accident scenes, stranded motorists, domestic disputes, and crime scenes;
- Receive and record information from informants;
- Receive information about the location of airplane crashes, fugitives, hostages, suicides, bomb threats, and personal complaints.

3. Communications operators are the only civilians in the Department who are required to work shifts and are also classified as essential personnel. Shift work limits the ability of communications operators to pursue other economic or educational opportunities. Classification as essential employees imposes an additional burden because the operators must report to work even in inclement weather.
4. Communications operators perform vital services by receiving and disseminating information for the State Police and other law enforcement agencies, and these communication services require unique skills. A salary increase would serve as an incentive to communications operators to remain in their positions on a long-term basis, as well as encourage efficient and effective job performance. In addition, the economic benefits will attract the most qualified and experienced individuals for future positions as communications operators in the Department of State Police.
5. Traditionally, the top salaries of communications Operators have been comparable to state troopers, with a differential of \$3,000 or less. However, in 1987, the salary increase authorized for state troopers was not applicable to communications operators, and state troopers have salaries of more than \$10,000 higher than communications operators.

SALARY COMPARISON
Virginia State Trooper -- Communications Operator
Top Pay

1974	Trooper	\$12,528		
	Dispatcher	\$ 9,168	Difference	\$3,360
1975	Trooper	\$13,128		
	Dispatcher	\$ 9,600	Difference	\$3,529
1976	Trooper	\$		
	Dispatcher	Unavailable		
1977	Trooper	\$14,328		
	Dispatcher	\$12,000	Difference	\$2,328
1978	Trooper	\$15,000		
	Dispatcher	\$12,528	Difference	\$2,472
1979	Trooper	\$16,400		
	Dispatcher	\$13,728	Difference	\$2,672
1980	Trooper	\$18,340		
	Dispatcher	\$15,340	Difference	\$3,000
1981	Trooper	\$19,991		
	Dispatcher	\$16,721	Difference	\$3,270
1982	Trooper	\$20,791		
	Dispatcher	\$17,390	Difference	\$3,401
1983	Trooper			
	Dispatcher	WAGES FROZEN		
1984	Trooper	\$22,579		
	Dispatcher	\$18,886	Difference	\$3,693
1985	Trooper	\$23,934		
	Lead Communication Operator	\$21,885		
	Communications Operator	\$20,019	Difference	\$3,915
1986	Trooper	\$25,028		
	Lead Communication Operator	\$22,885		
	Communications Operator	\$20,934	Difference	\$4,094

SALARY COMPARISON
Virginia State Trooper -- Communications Operator
Top Pay
(continued)

1987	Master Trooper	\$34,172		
	Senior Trooper	\$31,261		
	Trooper II	\$28,594		
	Trooper I	\$26,169		
	Lead Communications Operator	\$23,929	Difference	\$10,243
	Communications Operator	\$21,889	Difference	\$ 6,705
1988	Master Trooper	\$35,368		
	Senior Trooper	\$32,355		
	Trooper II	\$29,595		
	Trooper I	\$27,085		
	Lead Communications Operator	\$24,767	Difference	\$10,601
	Communications Operator	\$22,655	Difference	\$ 6,904

REQUESTED TWO PAY GRADE INCREASE

Master Trooper	\$35,368		
Senior Trooper	\$32,355		
Trooper II	\$29,595		
Trooper I	\$27,085		
Lead Communications Operator	\$29,595	Difference	\$ 5,773
Communications Operator	\$27,085	Difference	\$ 2,510

IV. RECOMMENDATIONS

The joint subcommittee held four meetings to examine the preceding issues and listened to comments from interested parties. After analyzing the advantages and disadvantages of the preceding proposals, the joint subcommittee adopted the following three recommendations for introduction as a bill to the 1989 General Assembly:

1. STATE POLICE OFFICERS RETIREMENT:

The eligibility requirements for the State Police Officers Retirement System should be reduced from thirty years of service and fifty-five years of age to twenty-five years of service and age fifty. This recommendation was supported for the following reasons:

1. Virginia is the only state which requires state police to be 55 years of age and serve 30 years to retire; therefore, the current scheme appears too stringent when compared to surrounding states' retirement requirements, and the hazardous duties which state police consistently perform;
2. The total biennial cost to the Commonwealth of reducing state police retirement requirements is estimated to be \$1.4 million and will not impose any additional administrative burdens upon SPORS (Table 10); and
3. The proposal is consistent with the traditional policy in the Commonwealth of including age and length of service as two requirements for retirement eligibility, rather than eliminating the age factor from the formula, as initially proposed.

2. SHERIFFS:

All localities participating in the Virginia Supplemental Retirement System should be required to provide sheriffs with SPORS-like benefits. Sheriffs in SPORS-like localities should also be eligible for early retirement after 25 years of service and age 50 because, similar to state police, their retirement benefits are funded by the Commonwealth and only a small portion is paid by the localities. Local law enforcement officers, other than sheriffs and firefighters, would be entitled to retire after the 25 years of service and age 50 requirement if the locality elected to adopt the early service retirement provision for its local law enforcement officers (deputy sheriffs included) and firefighters. If the locality did not elect the 25 and 50 provisions, law enforcement officers and firefighters would be subject to the 30 years of service and age 55 provisions currently in effect. This recommendation was supported for the following reasons:

1. It allows the localities the option of determining whether the revenue impact of adopting early retirement provisions of 25 and 50 will be too substantial to be feasible, and it allows localities the option of deciding whether the 25 and 50 are in fact reasonable requirements for local law enforcement officers (the estimated annual revenue impact upon each locality is listed in Table 10(A)); and
2. Since sheriffs retirement is primarily funded by the Commonwealth, the early retirement for sheriffs will have a minimal revenue impact upon local governments. The cost to the Commonwealth is estimated by the House Appropriations Staff to be \$426,000.

3. COMMUNICATIONS OPERATORS:

The joint subcommittee recommended that Secretary of Administration, Carolyn Jefferson-Moss, be requested to further examine the salaries of communications operators to determine whether a two-grade regrade is appropriate. The joint subcommittee determined that as a matter of policy, personnel issues should be examined by the Department of Personnel and Training, although the General Assembly may make adjustments to the Department's recommendations when feasible and necessary.

Minority View

Senator Howard Anderson did not agree with the recommendations of the joint subcommittee for the following reasons:

1. The actual cost of changing the retirement eligibility requirements for state police and other local law enforcement officers could not be determined, and he was concerned that the actual local cost of reducing the retirement requirements would negatively impact localities.
2. The proposed policy change should not be effective without considering the possibility of extending SPORS-like benefits to other public safety personnel serving the Commonwealth, such as correctional officers, who are exposed to duties which are comparably hazardous to state police and other local law enforcement officers. However, correctional officers currently are not eligible for the same retirement benefits.

Table 10

BIENNIAL REVENUE IMPACT IF SPORS IS CHANGED TO
25 YEARS OF SERVICE, AND AGE 50

<u>SPORS</u> <u>(STATE POLICE ONLY)</u>	<u>STATE COST</u>	<u>LOCAL COST</u>
	\$ 1 million	\$ 0
COMPENSATION BOARD REIMBURSEMENT COSTS TO SPORS-LIKE LOCALITIES FOR CONSTITUTIONAL OFFICERS	\$ 426,000	
Estimated Total:	\$ 1.4 million	

Table 10(A)

ANNUAL REVENUE IMPACT UPON SPORS-LIKE LOCALITIES
IF 25 YEARS OF SERVICE, AND AGE 50 OPTION IS ADOPTED

SPORS-LIKE LOCALITIES

LOCAL COST

Estimated Total:

\$ 2.2 million

Counties: (18)

Albemarle	\$	28,452
Appomattox	\$	4,800
Augusta	\$	19,294
Bedford	\$	11,254
Campbell	\$	15,244

Chesterfield	\$	161,667
Essex	\$	3,466
Goochland	\$	4,734
Hanover	\$	32,558
Henrico	\$	251,488

Henry	\$	16,596
Loudoun	\$	74,922
Mecklenburg	\$	8,995
Pittsylvania	\$	16,026
Prince William	\$	213,622

Pulaski	\$	14,894
Roanoke	\$	51,190
York	\$	34,455

Cities: (20)

Bedford	\$	8,310
Bristol	\$	28,120
Chesapeake	\$	177,836
Colonial Heights	\$	12,593
Danville	\$	6,062

ANNUAL REVENUE IMPACT UPON SPORS-LIKE LOCALITIES
IF 25 YEARS OF SERVICE AND AGE 50 OPTION IS ADOPTED

(continued)

SPORS-LIKE LOCALITIES

LOCAL COST

Cities:

Fredericksburg	\$	24,637
Franklin	\$	8,853
Hampton	\$	142,072
Hopewell	\$	30,080
Lynchburg	\$	84,333
Manassas	\$	25,911
Martinsville	\$	30,080
Petersburg	\$	61,243
Poquoson	\$	6,008
Radford	\$	14,341
Salem	\$	48,211
Staunton	\$	18,075
Suffolk	\$	48,819
Virginia Beach	\$	407,609
Winchester	\$	21,612

Towns: (11)

Altavista	\$	3,788
Big Stone Gap	\$	3,706
Chatham	\$	350
Culpeper	\$	8,163
Hurt	\$	230
Luray	\$	2,234
Narrows	\$	1,127
Pearisburg	\$	1,741
Vienna	\$	15,355
Vinton	\$	4,724
Warrenton	\$	6,206

SOURCE: House Appropriations Committee Staff

Respectfully submitted,

Delegate Robert B. Ball, Sr., Chairman

Senator Howard P. Anderson, Vice Chairman*
(See Minority View, page 46)

Delegate Franklin P. Hall

Delegate Wm. Roscoe Reynolds

Delegate Robert W. Ackerman

Senator Elmo G. Cross, Jr.

Senator Johnny S. Joannou

V. APPENDICES

1 D 12/27/88 McNally C 1/17/89 smw

2 SENATE BILL NO. HOUSE BILL NO.

3 A BILL to amend and reenact §§ 51-111.37, 51-150, 51-151, 51-156 and
4 51-157.1 of the Code of Virginia, relating to retirement benefits
5 for state police officers and local law-enforcement officers.

6

7 Be it enacted by the General Assembly of Virginia:

8 1. That §§ 51-111.37, 51-150, 51-151 and 51-156 of the Code of
9 Virginia are amended and reenacted as follows:

10 § 51-111.37. Benefits.-- A. Employees who become members under
11 this article and on behalf of whom contributions are paid as provided
12 in this article shall be entitled to benefits under the retirement
13 system, provided, however, that for any such employees who are
14 employed in (a) law-enforcement positions comparably hazardous to that
15 of a State police officer, including any sworn law-enforcement officer
16 who has the duty and obligation to enforce the penal, traffic and
17 highway laws of this Commonwealth as directed by his superior officer,
18 if so certified by his appointing authority, or (b) positions as
19 full-time salaried fire fighters, the employer may, by resolution
20 legally adopted and approved by the Board, elect to provide benefits
21 equivalent to those provided for State police officers of the
22 Department of State Police, as set out in §§ 51-144 (15), 51-150,
23 51-151 (a) (b) (d) (e) (f) (g), 51-152, 51-153, 51-154, 51-155,
24 51-156, 51-157, 51-157.1 and 51-159 in lieu of the benefits that would
25 otherwise be provided hereunder.

26 B. Any locality that is a member of the Virginia Supplemental

1 Retirement System shall provide sheriffs with benefits equivalent to
2 benefits provided to state police officers of the Department of State
3 Police including early service retirement for sheriffs at age fifty
4 and after twenty-five years of creditable service pursuant to the
5 provisions of § 51-150 and § 51-151 of this title.

6 C. Each employer providing the benefits of subdivision A or B of
7 this section for its employees on July 1, 1990, may elect to provide
8 for the early retirement of employees as set forth in this subsection
9 in lieu of the early retirement provisions of subsection B of § 51-150
10 and subsection A2 of § 51-151. Such election must be made to the
11 Board in writing prior to November 1, 1990. Any member in service on
12 or after his fifty-fifth birthday with five or more years of
13 creditable service may retire upon written notification to the Board
14 setting forth at what time the retirement is to become effective.
15 Such effective date shall be after his last day of service but shall
16 not be more than ninety days prior to the filing of such notice. The
17 member shall receive an allowance which shall be determined in the
18 same manner as for retirement at an employee's normal retirement date
19 with years of creditable service and average final compensation being
20 determined as of the date of his actual retirement. If the member has
21 less than thirty years of service at the date of retirement, the
22 amount of the retirement allowance so determined shall be reduced on
23 an actuarial equivalent basis for the period by which the actual
24 retirement date precedes the earlier of (i) the member's normal
25 retirement date or (ii) the first date on or after the member's
26 fifty-fifth birthday on which the member would have completed a total
27 of thirty years of creditable service had the member been continuously
28 in service from the date of retirement until such first date.

1 For purposes of benefits payable under the provisions of
2 subsection B of § 51-156, members of employers electing to provide
3 benefits in accordance with the provisions of this subsection who have
4 not attained the age of fifty-five on the date of death shall be
5 assumed to be fifty-five years of age for the purposes of reducing the
6 benefits on an actuarial equivalent basis.

7 D. Notwithstanding anything to the contrary, the retirement
8 system shall not be liable for the payment of any retirement
9 allowances or other benefits on account of the members or
10 beneficiaries of any employer under this article, for which reserves
11 have not been previously created from funds contributed by such
12 employer or the members for such benefits.

13 § 51-150. Service retirement generally.--A. Any member in
14 service at his normal retirement date with five or more years of
15 creditable service may retire at any time then or thereafter upon
16 written notification to the Board, setting forth at what time the
17 retirement is to become effective. Such effective date shall be after
18 his last day of service but shall not be more than ninety days prior
19 to the filing of such notice. Any member, except one appointed by the
20 Governor or elected by the people, who attains seventy years of age
21 shall be retired forthwith; however, any employer, subsequent to the
22 employee's normal retirement date, may provide for compulsory service
23 retirement upon a determination that age is a bona fide occupational
24 qualification reasonably necessary to the normal operation of the
25 particular business or that the employee is incapable of performing
26 his duties in a safe and efficient manner. Any such determination
27 shall be made by the employer.

28 B. Any member in service on or after his ~~fifty-fifth~~ fiftieth

1 birthday with five or more years of creditable service may retire upon
2 written notification to the Board setting forth at what time the
3 retirement is to become effective. Such effective date shall be after
4 his last day of service but shall not be more than ninety days prior
5 to the filing of such notice.

6 C. Any member having terminated service (i) prior to July 1,
7 1966, after fifteen or more years of creditable service, or (ii)
8 subsequent to June 30, 1966, and prior to July 1, 1970, after ten or
9 more years of creditable service or (iii) subsequent to June 30, 1970,
10 after five or more years of creditable service, may retire under the
11 provisions of subsection A or B of this section, provided that he
12 ~~shall~~ the member has not have withdrawn his accumulated contributions
13 prior to the effective date of his retirement, and except that any
14 requirements as to the member being in service shall not apply.
15 However, any member shall be entitled to the benefits of this
16 subsection if he has five or more years of creditable service for
17 which his employer has paid the contributions and such contributions
18 cannot be withdrawn. No member shall be entitled to the benefits of
19 this subsection if his employer certifies that his service was
20 terminated because of dishonesty, malfeasance or misfeasance in
21 office. Such certification may be appealed to the Board, and its
22 decision shall be final.

23 D. In the event the member is physically or mentally unable to
24 submit written notification of his intention to retire, the member's
25 appointing authority may submit such notification on his behalf.

26 § 51-151. Service retirement allowance.--(a) Upon retirement as
27 provided in § 51-150, on or after July 1, ~~1984~~ 1990 , a member shall
28 receive an annual retirement allowance, payable monthly to him for

1 life, subject to the provisions of subsections ~~(e)~~ E and ~~(g)~~ G of
2 this section, determined in accordance with subdivision (1) or (2),
3 whichever is applicable:

4 (1) Normal retirement under § 51-150 ~~(a)~~ A. . - An allowance
5 equal to (A) 1.5 percent of his average final compensation multiplied
6 by his number of years of creditable service, or (B) 1.65 percent of
7 his average final compensation minus \$1,200 multiplied by his number
8 of years of creditable service, whichever is larger, subject, however,
9 to the provisions of subsections ~~(b)~~ B and ~~(c)~~ C of this section. A
10 member who terminated employment prior to July 1, 1974, shall receive
11 an allowance equal to 1.65 percent of average final compensation as
12 defined in § 51-144 ~~(12)~~ minus \$1,200 multiplied by his number of
13 years of credited service.

14 (2) Early retirement under § 51-150 (b). - An allowance which
15 shall be determined in the same manner as for retirement at his normal
16 retirement date with years of creditable service and average final
17 compensation being determined as of the date of his actual retirement.
18 If the member has less than ~~thirty~~ twenty-five years of service at
19 his the date of retirement, the amount of the retirement allowance so
20 determined shall be reduced on an actuarial equivalent basis for the
21 period by which the actual retirement date precedes the earlier of (i)
22 his normal retirement date or (ii) the first date on or after his
23 ~~fifty-fifth~~ fiftieth birthday on which he would have completed a
24 total of ~~thirty~~ twenty-five years of creditable service had he been
25 continuously in service from his date of retirement until such first
26 date.

27 ~~(b)~~ B. In addition to the allowance payable under subsection
28 (a) of this section, a member who retires on, prior to or after July

1 1, 1986, shall receive an additional annual allowance, payable
2 monthly, equal to \$3,000 annually from date of retirement until his
3 fifty-eighth birthday and \$6,000 annually from his fifty-eighth
4 birthday and prior to his sixty-fifth birthday. Such allowance shall
5 be reviewed and may be adjusted by the Board biennially to an amount
6 recommended by the actuary of the Virginia Supplemental Retirement
7 System based upon increases in social security benefits in the
8 interim. This subsection shall not apply to the following: (i) any
9 member who qualifies for retirement under subsection (c) of § 51-150
10 and is credited with less than twenty years' service rendered in a
11 hazardous position, (ii) any member employed initially on or after
12 July 1, 1974, who is credited with less than twenty years' service
13 rendered in a hazardous position, or (iii) any member covered under
14 the provisions of § 51-111.37 who has not rendered twenty years of
15 service in a hazardous position.

16 ~~(e)~~ C. Subject to the provisions of subsection ~~(d)~~ D of this
17 section, the retirement allowance payable under this section to any
18 member who was in service, on June 30, 1966, shall prior to his
19 sixty-fifth birthday, be not less, in the case of a member who retires
20 on or after his normal retirement date, than an amount equal to two
21 percent of the member's average final compensation multiplied by his
22 years of creditable service not in excess of twenty-five years or, in
23 the case of a member who retires prior to his normal retirement date,
24 than an amount similarly determined but reduced on an actuarial
25 equivalent basis for the period by which the actual retirement date
26 precedes the normal retirement date, nor after his sixty-fifth
27 birthday shall it be less than the excess, if any, of such amount over
28 one-half of the annual primary social security benefits under the

1 federal Social Security Act to which he became entitled at his
2 sixty-fifth birthday, or to which he would have become entitled at
3 such birthday except for having elected to have his social security
4 benefits commence at an earlier date.

5 ~~(d)~~ D. For the purposes of subsections ~~(e)~~ C and ~~(g)~~ G of
6 this section, the retirement allowance shall be determined on the
7 assumption that it is payable to the member alone and that no optional
8 form of retirement allowance as provided in § 51-111.60 is elected.

9 ~~(e)~~ E. Should a beneficiary of a service retirement allowance
10 under this chapter be at any time in service as an employee in a
11 position covered for retirement purposes under the provisions of this
12 or any chapter other than Chapter 3.1 (§ 51-111.1 et seq.) of this
13 title, his retirement allowance shall cease while so employed.

14 ~~(f)~~ F. In the case of any member retired prior to July 1, 1970,
15 for service, the retirement allowance payable on or after July 1,
16 1970, shall be equal to the larger of an amount or amounts computed in
17 accordance with the preceding subsections of this section as adopted
18 and amended prior to July 1, 1974, and the amount or amounts of the
19 allowance that would have been payable except for the provisions of
20 this subsection.

21 ~~(g)~~ G. Maximum retirement allowance. - On and after July 1,
22 1974, no member shall receive a retirement allowance payable hereunder
23 which, when added to one-half of the primary social security benefit
24 to which he is or would be entitled at his sixty-fifth birthday under
25 federal law, will be in excess of his average final compensation. In
26 no event shall benefits payable for service credited prior to July 1,
27 1974, be less than the benefits that would have been payable had they
28 been calculated under the benefit formula in effect immediately prior

1 to July 1, 1974.

2 § 51-156. Death before retirement.--A. Should a member die at
3 any time before retirement, and if no benefits are payable under
4 subsection B of this section, the amount of his the member's
5 accumulated contributions, reduced by the amount of any retirement
6 allowance previously received by him the member under this chapter,
7 shall be paid to such person, if any, as he the member has nominated
8 by written designation made on a form prepared by the Board signed and
9 acknowledged by such member before some person authorized to take
10 acknowledgments and filed with the Board, otherwise to his executors
11 or administrators. Any such designation may be changed by the member
12 by the written designation of some other person, signed, acknowledged,
13 and filed as aforesaid.

14 In the event no designation has been made, then such proceeds
15 shall be paid to the person or persons surviving at the death of the
16 member in the following order of precedence:

17 First, to the widow or widower of such member;

18 Second, if none of the above, to the child or children of such
19 member and descendants of deceased children, per stirpes;

20 Third, if none of the above, to the parents of such member or the
21 survivor of them;

22 Fourth, if none of the above, to the duly appointed executor or
23 administrator of the estate of such member;

24 Fifth, if none of the above, to other next of kin of such member
25 entitled under the laws of the domicile of such member at the time of
26 his death.

27 B. Should a member die in service at any time before retirement
28 and if no benefits are payable under subsection C of this section,

1 there shall be paid a retirement allowance to the person nominated as
2 provided in subsection A of this section, if such person is the (i)
3 wife, (ii) husband, (iii) minor child, (iv) mother or (v) father of
4 the member. Such retirement allowance shall be paid to the first
5 person qualifying in the preceding order of precedence; however, if
6 more than one minor child survives the deceased member, the allowance
7 shall be divided among them in such manner as the Board may determine.
8 Such retirement allowance shall be continued during the lifetime of
9 such person or in the case of a minor child until such time as the
10 child dies or attains the age of majority, whichever shall first
11 occur, and shall be an allowance equal to one-half of the retirement
12 allowance that would have been payable to the member had the member
13 retired under the provisions of § 51-150 on the date of his death
14 after having elected to have his allowance payable under the joint and
15 last survivor option described in subdivision (a) (2) of § 51-111.60
16 so that one-half thereof would be continued after his death to such
17 person. In the case of a member who had not attained his ~~fifty-fifth~~
18 fiftieth birthday at his date of death, it shall be assumed that the
19 member's age at his date of death is ~~fifty-five~~ fifty for the purpose
20 of reducing the benefit on an actuarial equivalent basis. In the case
21 of a member who dies after attaining his sixtieth birthday, the
22 allowance shall be equal to the decreased retirement allowance that
23 would have been payable to the member had the member retired under the
24 provisions of subsection A of § 51-150 on the date of his death after
25 having elected to have his allowance payable under the joint and last
26 survivor option described in subdivision (a) (2) of § 51-111.60 so
27 that the same amount would be continued after his death to such
28 person. In the determination of the allowance that would have been

1 payable to the member had the member retired on the date of his death,
2 the provisions of subsections ~~(b)~~ B and ~~(e)~~ C of § 51-151 shall not
3 apply. If such person so elects in writing under seal and duly
4 acknowledged, the amount of the member's accumulated contributions,
5 reduced by the amount of any retirement allowance previously received
6 by him under this chapter, shall be paid to such person exclusively,
7 in lieu of any other benefits under this section.

8 Should a member die subsequent to meeting the service, age or
9 both service and age requirements, as appropriate, of this subsection
10 B, having nominated and designated a trust as the recipient of his
11 benefits, the trust nominated shall be entitled to disclaim its rights
12 to payment under subsection A of this section by written notification
13 to the Board within ninety days after the death of such member. In the
14 event of such a disclaimer, the monthly retirement allowance shall be
15 paid to the beneficiary of the nominated trust just as if such
16 beneficiary had been nominated by written designation by the member as
17 required in subsection A of this section.

18 C. Should a member die in service at any time before retirement
19 from a cause compensable under the Virginia Workers' Compensation Act
20 (§ 65.1-1 et seq.), an annual retirement allowance shall be paid to
21 the widow or widower, if any, of such member. In the event no
22 compensation is finally awarded under the Virginia Workers'
23 Compensation Act with respect to the death of a member, due to legal
24 proceedings or otherwise resulting in settlement from the person or
25 persons causing such death, the Virginia Industrial Commission, upon
26 request of the Board, shall for the purpose of this section determine
27 whether such member's death was from a cause compensable under the
28 Virginia Workers' Compensation Act. If such member leaves no widow or

1 widower, or the widow or widower dies or remarries, then the minor
2 child or children, if any, of the deceased member, shall be paid an
3 allowance until such child or children die or attain the age of
4 majority, whichever shall first occur. If more than one child survives
5 the deceased member, the allowance shall be divided among them in such
6 manner as the Board may determine. If the deceased member leaves
7 neither widow, widower nor minor child, then such allowance shall be
8 paid to the member's parent or parents wholly dependent upon him for
9 support, divided in such manner as the Board may determine, during the
10 life or lives of such parent or parents.

11 The retirement allowance, payable hereunder to a qualifying
12 survivor or survivors, shall be the annual amount, payable monthly,
13 which when added to one-half of the social security benefit payable to
14 such qualifying survivor or survivors as result of coverage of the
15 member under the federal Social Security Act and the compensation
16 payable under the Virginia Workers' Compensation Act for the death of
17 the member, shall be equal to one-half of the member's average final
18 compensation.

19 Any beneficiary entitled to the entire amount of a retirement
20 allowance under the provisions of this subsection as a result of the
21 death of a member shall be entitled to waive his rights to such
22 allowance by written notification to the Board within ninety days
23 after the death of such member in order to make available a retirement
24 allowance under the provisions of subsection B of this section.

25 § 51-157.1. Post-retirement supplements.--In addition to the
26 allowances payable under §§ 51-111.37 C, 51-151, 51-153, 51-154 and
27 51-156 of this chapter, post-retirement supplements shall be payable
28 in accordance with the provisions of § 51-111.60:1; ~~provided~~, however,

1 that in computing the amount of any such supplements, any additional
2 allowances being paid under the provisions of § 51-151 (b) shall be
3 disregarded. Notwithstanding the provisions of § 51-111.60:1 to the
4 contrary, the first post-retirement supplement for a recipient of an
5 allowance under § 51-150 B who has twenty-five or more years of
6 creditable service and who has not attained his fifty-third birthday
7 at his retirement date shall not be payable until the calendar year in
8 which the recipient attains his fiftieth birthday, and the calendar
9 year in which the member attains his fifty-third birthday shall be
10 considered to be the calendar year in which the allowance initially
11 commenced.

12 2. That the provisions of this act shall be effective on July 1,
13 1990.

14

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Table 1

		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
ACCOMACK COUNTY	87	32070	1821.02	584	30.14	2	4	8	13	284	247	26	4
	86	31970	1939.32	620	30.81	1	3	6	31	298	251	30	15
Sheriff's Office		27801	1722.96	479	28.18	2	4	8	11	243	196	15	4
Chincoteague PD		1541	2985.07	46	52.17					16	24	6	
Onancock PD		1262	396.20	5	20.00					3	2		
Parksley PD		967		0									
Onley PD		499		0									
State Police				54	29.63				2	22	25	5	
ALBEMARLE COUNTY	87	65040	2512.30	1634	20.01	3	4	16	58	304	1166	83	5
	86	63730	2705.16	1724	24.83	2	6	11	93	244	1288	80	5
Albemarle Co. PD		65040	2490.77	1620	20.00	3	4	16	53	303	1160	81	
State Police				14	21.43				5	1	6	2	5
ALLEGHANY COUNTY	87	14660	1268.76	186	34.41			1	18	64	92	11	11
	86	14620	1128.59	165	27.88	1	1	3	9	45	97	9	2
Sheriff's Office		14134	1238.15	175	33.71			1	18	62	83	11	11
Iron Gate PD		526		0									
State Police				11	45.45					2	9		
AMELIA COUNTY	87	8970	1148.27	103	32.04	1	4	1	6	41	43	7	
	86	8890	1057.37	94	41.49	1	5		22	31	32	3	2
Sheriff's Office		8970	1103.68	99	31.31	1	4	1	6	39	42	6	
State Police				4	50.00					2	1	1	
AMHERST COUNTY	87	29960	1855.81	556	31.65	6	1	3	60	88	368	32	19
	86	29850	1829.15	546	40.11	4	16	5	64	95	330	32	23
Sheriff's Office		28813	1849.86	533	31.33	6	1	2	57	87	352	30	19
Amherst PD		1147	1569.31	18	38.89			1	3	1	12	1	
State Police				5	40.00						4	1	
APPOMATTOX COUNTY	87	12920	828.17	107	43.93	1			10	23	72	1	
	86	12780	539.91	69	36.23	3			3	12	45	6	3
Sheriff's Office		11457	907.74	104	44.23	1			10	23	69	1	
Appomattox PD		1463		0									
State Police				3	33.33						3		
ARLINGTON COUNTY	87	155200	5606.31	8701	25.17	4	44	361	304	1417	5455	1116	95
	86	154830	5300.01	8206	23.67	11	38	365	358	1311	5217	906	123
Arlington Co. PD		155200	5595.36	8684	25.17	4	44	360	296	1417	5449	1114	95
State Police				17	23.53			1	8		6	2	
AUGUSTA COUNTY	87	51900	1716.76	891	30.42	3	3	4	58	179	606	38	3
	86	51790	1695.31	878	26.42	2	5	4	34	196	580	57	3
Sheriff's Office		51900	1657.03	860	29.88	3	3	3	50	177	589	35	2
State Police				31	45.16			1	8	2	17	3	1
BATH COUNTY	87	5620	1548.04	87	33.33		1		6	33	45	2	3
	86	5660	1077.74	61	27.87		1	1	4	21	32	2	1
Sheriff's Office		5620	1476.87	83	31.33		1		6	32	42	2	3
State Police				4	75.00					1	3		

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Compiled By: Uniform Crime Reporting Section, Department of State Police

Source: 1987 Crime in Virginia

		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
BEDFORD COUNTY	87 86	41290 40390	1298.14 1096.81	536 443	32.46 25.51	2 1	12 8		19 23	191 147	290 250	22 13	2 19
Sheriff's Office		41290	1276.34	527	33.02	2	12		19	189	285	20	2
State Police				9	0.00					2	5	2	
BLAND COUNTY	87 86	6890 6820	522.50 835.78	36 57	30.56 15.79			1	2 1	10 15	23 38	1	1 2
Sheriff's Office		6890	188.68	13	46.15				1	8	3	1	1
State Police				23	21.74				1	2	20		
BOTETOURT COUNTY	87 86	25120 24860	1803.34 1508.45	453 375	25.83 25.87	1	9 3	2 3	18 11	118 98	281 234	24 26	3
Sheriff's Office		24018	1811.14	435	25.29	1	9	2	11	118	271	23	3
Buchanan PD		1102	362.98	4	100.00				4				
State Police				14	21.43				3		10	1	
BRUNSWICK COUNTY	87 86	16110 16050	1284.92 1489.10	207 239	24.04 21.76	2 3	3 1	6 4	18 14	89 101	86 111	3 5	
Sheriff's Office		14617	950.95	139	15.11	1	3	3	8	75	49		
Lawrenceville PD		1493	3884.80	58	44.83			1	9	13	33	2	
State Police				10	40.00	1		2	1	1	4	1	
BUCHANAN COUNTY	87 86	39480 39270	808.00 766.49	319 301	45.77 42.86	1 2	4 3		39 38	90 82	151 133	34 43	5 2
Sheriff's Office		37712	593.98	224	51.34	1	3		34	65	100	21	1
Grundy PD		1768	1187.78	21	42.86					3	14	4	
State Police				74	29.73		1		5	22	37	9	4
BUCKINGHAM COUNTY	87 86	12360 12270	1407.77 1263.24	174 155	51.72 48.39	1	1	1 2	31 20	69 58	63 67	8 8	
Sheriff's Office		12360	1351.13	167	53.29	1	1	1	30	65	61	8	
State Police				7	14.29				1	4	2		1
CAMPBELL COUNTY	87 86	48990 48480	1573.79 1511.96	771 733	38.26 39.43	2 2	11 11	4 5	74 60	133 131	517 491	30 33	9 10
Sheriff's Office		43615	1478.85	645	40.78	2	10	3	72	118	418	22	8
Altavista PD		3894	2182.85	85	23.53					5	76	4	
Brookneal PD		1481	1485.48	22	31.82		1		1	5	15		
State Police				19	26.32			1	1	5	8	4	1
CAROLINE COUNTY	87 86	19810 19540	1352.85 1402.25	268 274	63.81 58.39	1 2	9 9	2 4	25 33	76 87	137 121	18 18	2 2
Sheriff's Office		19158	1195.32	229	70.31	1	9	2	23	72	118	4	1
Bowling Green PD		652	613.50	4	25.00					1	1	2	
State Police				35	25.71				2	3	18	12	1
CARROLL COUNTY	87 86	28630 28440	873.21 840.37	250 239	31.20 52.30	6 1	1 6		13 10	102 100	113 108	15 12	4 6
Sheriff's Office		26348	702.14	185	24.86	4	1		6	89	73	12	3
Hillsville PD		2282	2103.42	48	50.00				1	11	33	3	
State Police				17	47.06	2			6	2	7		1

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		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder - and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
CHARLES CITY COUNTY	87 86	6840 6830	833.33 1376.28	57 94	36.84 19.15		2 3	1 1	10 8	13 31	27 49	4 2	
Sheriff's Office		6840	730.99	50	36.00		2	1	8	13	23	3	
State Police				7	42.86				2		4	1	
CHARLOTTE COUNTY	87 86	11670 11760	2073.69 2032.31	242 239	21.49 30.96		3 2	1 1	28 55	77 63	116 101	17 17	1 1
Sheriff's Office		11670	2056.56	240	21.25		2	1	28	77	115	17	1
State Police				2	50.00		1				1		
CHESTERFIELD COUNTY	87 86	183820 177760	3613.86 3403.47	6643 6050	31.06 27.55		6 1	28 22	87 50	76 106	1439 4361	4669 259	338 131
Chesterfield PD		183820	3593.19	6605	31.13	6	28	87	71	1439	4640	334	72
State Police				38	18.42				5		29	4	
CLARKE COUNTY	87 86	10630 10540	1420.51 1679.32	151 177	47.68 19.77		1 1	1 3	2 5	4 53	79 105	13 10	3 1
Sheriff's Office		9032	1240.04	112	52.68	1		2	2	43	53	11	3
Berryville PD		1598	2252.82	36	33.33		1		2	8	23	2	
State Police				3	33.33						3		
CRAIG COUNTY	87 86	4270 4230	515.22 567.38	22 24	13.64 29.17		1		1	16 12	3 11	1 1	
Sheriff's Office		4270	444.96	19	15.79	1			1	15	2		
State Police				3	0.00					1	1	1	
CULPEPER COUNTY	87 86	24570 24290	2437.93 2144.92	599 521	37.56 35.89		4 2	3 6	67 51	70 76	433 369	22 17	2 4
Sheriff's Office		17643	1065.58	188	44.68		3		32	38	111	4	1
Culpeper PD		6927	5760.07	399	34.34		1	3	34	31	313	17	1
State Police				12	33.33				1	1	9	1	
CUMBERLAND COUNTY	87 86	8400 8330	190.48 396.16	16 33	18.75 33.33		1	1	2	11 13	5 16		2
Sheriff's Office		8400	190.48	16	18.75					11	5		
State Police				0									
DICKENSON COUNTY	87 86	21210 21020	636.49 704.09	135 148	44.44 50.68		1	1	27 29	41 47	46 57	20 13	4 3
Sheriff's Office		19455	549.99	107	45.79	1			22	33	39	12	3
Clintwood PD		1372	1093.29	15	46.67				2	4	6	3	1
Haysi PD		383	261.10	1	0.00					1			
State Police				12	33.33				3	3	1	5	
DINWIDDIE COUNTY	87 86	21780 21900	1157.02 1369.86	252 300	32.14 30.00		5 7	2 9	18 20	92 109	123 140	12 14	19 4
Sheriff's Office		21395	1112.41	238	33.19		3	2	15	89	117	12	19
McKenney PD		385	779.22	3	0.00					2	1		
State Police				11	18.18		2		3	1	5		

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		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
ESSEX COUNTY	87 86	9180 9140	2102.40 2527.35	193 231	45.08 48.92	2	6 3		6 17	28 39	143 157	8 12	3
Sheriff's Office		7363	1100.10	81	37.04	2	5		3	22	46	3	
Tappahannock PD		1817	5998.90	109	51.38		1		2	6	96	4	
State Police				3	33.33				1		1	1	
FAIRFAX COUNTY	87 86	694840 680700	3874.56 3737.18	26922 25439	22.71 23.57	15 14	71 72	545 507	416 439	3749 3689	19885 18910	2241 1808	349 309
Fairfax Co. PD		660914	3879.02	25637	22.75	14	68	529	354	3543	18972	2157	340
Herndon PD		16084	3655.81	588	19.22	1	1	5	8	98	445	30	2
Vienna PD		17842	3435.71	613	22.68		2	10	5	108	442	46	6
State Police				84	34.52			1	49		26	8	1
FAUQUIER COUNTY	87 86	42490 41550	1619.20 1549.94	688 644	23.11 29.97	1 2	1 4	7 13	25 32	129 153	470 400	55 40	3 2
Sheriff's Office		37551	964.02	362	27.62	1	1	3	14	106	199	38	3
Warrenton PD		4939	5709.66	282	18.79			4	6	16	245	11	
State Police				44	13.64				5	7	26	6	
FLOYD COUNTY	87 86	12360 12260	792.88 619.90	98 76	45.92 48.68	1	2		14 1	37 41	35 32	9 2	
Sheriff's Office		12360	784.79	97	45.36	1	2		13	37	35	9	
State Police				1	100.00				1				
FLUVANNA COUNTY	87 86	11270 11130	825.20 817.61	93 91	25.81 25.27	3	4			50 55	34 31	2 4	1 1
Sheriff's Office		11270	816.33	92	26.09	3	4			49	34	2	1
State Police				1	0.00					1			
FRANKLIN COUNTY	87 86	38590 38190	1246.44 1597.28	481 610	38.25 40.16	2 3	4 3	5 1	34 20	103 195	293 334	40 54	6 6
Sheriff's Office		34343	1027.87	353	32.29	1	3	3	12	93	213	28	
Rocky Mount PD		4247	2849.07	121	54.55	1	1	2	20	9	78	10	
State Police				7	57.14				2	1	2	2	
FREDERICK COUNTY	87 86	38820 38150	2120.04 2141.55	823 817	19.93 14.69	1 1	9 7	6 9	20 46	169 185	555 524	63 45	6 6
Sheriff's Office		36260	2120.79	769	18.86		9	5	12	161	521	61	6
Middletown PD		973	719.42	7	57.14					1	6		
Stephens City PD		1587	630.12	10	30.00			1		4	5		
State Police				37	32.43	1			8	3	23	2	
GILES COUNTY	87 86	18240 18190	1036.18 929.08	189 169	50.79 31.36			1	23 15	40 35	114 111	11 7	6 4
Sheriff's Office		11381	764.43	87	52.87				19	22	40	6	4
Glen Lyn PD		278	719.42	2	50.00						1	1	
Pearisburg PD		2227	3367.76	75	48.00					6	67	2	
Pembroke PD		1371	948.21	13	61.54			1	2	8	1	1	1
Rich Creek PD		758	263.85	2	0.00						1	1	
Narrows PD		2225	449.44	10	50.00				2	4	4		1
State Police				0									

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GLOUCESTER COUNTY	87 86	27050 26060	2258.78 1857.25	611 484	48.77 25.83	3	5 2	3 8	30 7	89 80	444 364	37 23	6 7
Sheriff's Office		27050	2210.72	598	49.33	3	5	3	29	85	438	35	5
State Police				13	23.08				1	4	6	2	1
GOOCHLAND COUNTY	87 86	13200 13000	1583.33 1746.15	209 227	24.88 31.28		5 2	2 4	11 24	76 75	104 108	11 14	2 3
Sheriff's Office		13200	1454.55	192	23.44		5	2	9	74	92	10	2
State Police				17	41.18				2	2	12	1	
GRAYSON COUNTY	87 86	17100 17020	187.13 358.40	32 61	56.25 68.85	1			4 1	12 20	13 36	2 3	
Sheriff's Office		15264	124.48	19	63.16				2	9	7	1	
Fries PD		718	278.55	2	50.00	1					1		
Independence PD		1118	626.12	7	14.29					2	5		
State Police				4	100.00				2	1		1	
GREENE COUNTY	87 86	9090 8880	1089.11 878.38	99 78	54.55 66.67		1 1		11 16	28 25	51 30	8 5	2
Sheriff's Office		9090	1056.11	96	55.21		1		11	28	48	8	2
State Police				3	33.33						3		
GREENSVILLE COUNTY	87 86	10840 10860	2629.15 2559.85	285 278	21.05 25.90		2 2	6 3	19 23	60 85	191 159	7 6	3 2
Sheriff's Office		10840	2536.90	275	20.36		2	6	18	59	184	6	3
State Police				10	40.00				1	1	7	1	
HALIFAX COUNTY	87 86	30750 30730	1030.89 1015.29	317 312	31.86 36.54	3 3	1 2	4 2	38 29	109 93	145 171	17 14	3 4
Sheriff's Office		29985	913.79	274	29.93	2	1	4	35	101	122	9	2
Halifax PD		765	1176.47	9	55.56					3	5	1	
State Police				34	41.18	1			3	5	18	7	1
HANOVER COUNTY	87 86	57480 56470	2312.11 2291.48	1329 1294	24.91 21.41	5 5	8 15	25 14	23 44	312 217	878 913	78 86	6 7
Sheriff's Office		53174	1826.08	971	25.33	3	5	10	14	258	623	58	4
Ashland PD		4306	6595.45	284	25.00	1	3	14	6	45	203	12	1
State Police				74	18.92	1		1	3	9	52	8	1
HENRICO COUNTY	87 86	199830 197110	4019.42 4003.35	8032 7891	25.96 30.91	16 8	49 59	192 163	188 235	1760 1732	5341 5235	486 459	82 76
Henrico Co. PD		199830	4000.40	7994	26.01	16	49	192	183	1758	5311	485	82
State Police				38	15.79				5	2	30	1	
HENRY COUNTY	87 86	57910 57890	2338.11 2103.99	1354 1218	31.98 33.33	6 7	1 10	23 8	50 50	437 406	764 652	73 85	22 11
Sheriff's Office		57910	2300.12	1332	31.46	6	1	23	49	437	748	68	20
State Police				22	63.64				1		16	5	2
HIGHLAND COUNTY	87 86	3130 3110	607.03 482.32	19 15	36.84 13.33		1		3 2	7 6	6 6	2 1	
Sheriff's Office		3130	543.13	17	35.29		1		3	6	6	1	
State Police				2	50.00					1		1	

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		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
ISLE OF WIGHT COUNTY	87	23630	1278.04	302	39.74	4	4	6	9	90	170	19	1
	86	23350	1301.93	304	34.87	2		11	15	85	175	16	2
Sheriff's Office Smithfield PD State Police		19317	766.16	148	23.65	4	1	3	6	65	60	9	
		4313	3454.67	149	54.36		3	3	2	25	107	9	
				5	80.00				1		3	1	1
JAMES CITY COUNTY	87	28340	3722.65	1055	35.36		9	16	92	156	737	45	1
	86	27490	3612.22	993	34.24	2	10	7	112	173	655	34	1
James City PD State Police		28340	3712.07	1052	35.36		9	16	92	156	735	44	1
				3	33.33						2	1	
KING & QUEEN COUNTY	87	6490	893.68	58	60.34		1	2	22	21	10	2	1
	86	6420	809.97	52	50.00			3	13	18	9	9	3
Sheriff's Office State Police		6490	755.01	49	69.39		1	1	17	19	9	2	1
				9	11.11			1	5	2	1		
KING GEORGE COUNTY	87	12130	2234.13	271	31.37	3	3	2	10	74	162	17	1
	86	11910	1654.07	197	18.27	1	1	3	6	62	117	7	
Sheriff's Office State Police		12130	2192.91	266	31.20	3	3	2	10	73	159	16	1
				5	40.00					1	3	1	
KING WILLIAM COUNTY	87	10510	980.02	103	33.98			1	19	23	54	6	2
	86	10350	1111.11	115	45.22		1		29	24	56	5	
Sheriff's Office State Police		10510	970.50	102	34.31			1	19	23	53	6	2
				1	0.00						1		
LANCASTER COUNTY	87	11440	1302.45	149	35.57		2		33	47	58	9	
	86	11260	1296.63	146	47.95	1	2	1	32	36	67	7	4
Sheriff's Office Kilmarnock PD State Police		10504	1199.54	126	38.89		2		33	38	46	7	
		936	1816.24	17	11.76					7	9	1	
				6	33.33					2	3	1	
LEE COUNTY	87	28030	692.12	194	38.14	3	3	1	33	72	63	19	5
	86	27740	807.50	224	45.54		5	2	57	69	83	8	2
Sheriff's Office Jonesville PD Pennington Gap PD State Police		25189	678.87	171	39.77	3	2	1	32	70	56	7	
		998	200.40	2	50.00					1	1		
		1843	271.30	5	40.00				1	1	3		
				16	18.75		1				3	12	5
LOUDOUN COUNTY	87	68270	2563.35	1750	23.49	1	9	10	85	316	1200	129	7
	86	66720	2570.44	1715	25.60	1	12	20	93	330	1151	108	2
Sheriff's Office Leesburg PD Middleburg PD Purcellville PD State Police		55412	2210.71	1225	26.29	1	7	5	69	268	772	103	7
		10436	3871.22	404	15.35		2	4	7	38	334	19	
		722	3462.60	25	36.00				1	4	17	3	
		1700	4411.76	75	20.00				2	3	69	1	
				21	14.29			1	6	3	8	3	
LOUISA COUNTY	87	19710	1029.93	203	48.77	1	2	2	18	66	81	33	1
	86	19450	1249.36	243	34.57		3	1	15	105	100	19	
Sheriff's Office Louisa PD State Police		18703	866.17	162	50.62	1	2	2	15	54	60	28	1
		1007	1886.79	19	57.89				2	7	8	2	
				22	27.27				1	5	13	3	

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		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
LUNENBURG COUNTY	87	12260	807.50	99	52.53	3	3		16	22	52	3	
	86	12250	685.71	84	51.19		1		9	13	60	1	
Sheriff's Office		8911	572.33	51	41.18	3	3		5	13	27		
Kenbridge PD		1433	1884.16	27	62.96				4	7	16		
Victoria PD		1916	1043.84	20	70.00				7	2	8	3	
State Police				1	0.00						1		
MADISON COUNTY	87	10920	2435.90	266	29.32	1	1		3	112	145	4	
	86	10830	1495.84	162	25.93	1	1		5	58	94	3	2
Sheriff's Office		10920	2399.27	262	29.39	1	1		3	110	143	4	
State Police				4	25.00					2	2		
MATHEWS COUNTY	87	9060	629.14	57	71.93		1	3	5	17	25	6	2
	86	8910	426.49	38	73.68			1	5	7	19	6	1
Sheriff's Office		9060	618.10	56	73.21		1	3	5	17	24	6	1
State Police				1	0.00						1		1
MECKLENBURG COUNTY	87	29920	2239.30	670	34.78	5	4	3	61	210	362	25	3
	86	29860	2461.49	735	35.51	4	4	6	64	238	403	16	4
Sheriff's Office		20668	1799.88	372	25.27	1	3	2	40	151	170	5	2
Chase City PD		3155	2472.27	78	42.31				5	15	52	6	
Clarksville PD		1600	2562.50	41	48.78				4	2	33	2	
South Hill PD		4497	3624.64	163	50.31	2	1	1	8	41	100	10	
State Police				16	25.00	2			4	1	7	2	1
MIDDLESEX COUNTY	87	8630	1494.79	129	24.03	3	1		5	44	67	9	3
	86	8510	1786.13	152	17.76		1	1	6	69	70	5	3
Sheriff's Office		8027	1494.95	120	24.17	3	1		5	40	63	8	3
Urbanna PD		603	1326.70	8	12.50					4	4		
State Police				1	100.00							1	
MONTGOMERY COUNTY	87	68350	3675.20	2512	23.81		16	9	83	495	1790	119	26
	86	67620	2979.89	2015	28.04	1	13	9	93	366	1434	99	17
Sheriff's Office		25705	2353.63	605	23.47		9	5	16	190	336	49	13
Blacksburg PD		30332	4467.23	1355	23.10		4	2	40	198	1071	40	10
Christiansburg PD		12313	4312.52	531	25.99		3	2	18	107	373	28	3
State Police				21	23.81				9		10	2	
NELSON COUNTY	87	12490	744.60	93	44.09	1		1	7	34	47	3	2
	86	12450	867.47	108	33.33	1		1	6	42	52	6	
Sheriff's Office		12490	704.56	88	43.18	1		1	6	34	43	3	1
State Police				5	60.00				1		4		1
NEW KENT COUNTY	87	10830	2123.73	230	41.30				20	70	117	23	2
	86	10540	2409.87	254	44.09	2	4	7	52	86	88	15	1
Sheriff's Office		10830	1929.82	209	43.06				17	65	109	18	2
State Police				21	23.81				3	5	8	5	
NORTHAMPTON COUNTY	87	14760	2134.15	315	28.57	2	4	9	12	127	143	18	2
	86	14740	1716.42	253	19.76	1	2	2	13	93	135	7	2
Sheriff's Office		11909	1838.95	219	15.07	1	4	6	7	104	85	12	1
Cape Charles PD		1383	2675.34	37	43.24					13	22	2	
Exmore PD		1468	2929.16	43	81.40	1		1	5	8	28		
State Police				16	37.50			2		2	8	4	1

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NORTHUMBERLAND COUNTY	87	10240	1337.89	137	27.74	1	1		5	49	78	3	
	86	10180	1335.95	136	37.50				4	50	74	8	
Sheriff's Office		10240	1308.59	134	26.87		1		5	49	77	2	
State Police				3	66.67	1					1	1	
NOTTOWAY COUNTY	87	14980	2236.32	335	42.39	2	3	2	36	91	186	15	
	86	14940	1987.95	297	44.78	2	3	2	47	59	174	10	
Sheriff's Office		8660	1558.89	135	50.37		2	1	22	35	73	2	
Blackstone PD		3340	4071.86	136	40.44	1		1	13	44	70	7	
Crewe PD		2290	2663.76	61	31.15	1			1	12	41	6	
Burkeville PD		690	144.93	1	0.00						1		
State Police				2	0.00		1				1		
ORANGE COUNTY	87	20060	2263.21	454	39.43	2	3	4	20	134	270	21	6
	86	19780	1936.30	383	38.38		4	5	32	116	206	20	11
Sheriff's Office		15809	1625.66	257	40.47	1	3	2	13	92	134	12	5
Orange PD		2766	4555.31	126	40.48			2	1	20	98	5	1
Gordonsville PD		1485	4040.40	60	35.00	1			4	22	31	2	
State Police				11	27.27				2		7	2	
PAGE COUNTY	87	20810	1210.96	252	51.98		5	1	28	107	87	24	5
	86	20610	1547.79	319	62.38		4	1	58	112	130	14	3
Sheriff's Office		14445	1121.50	162	60.49		5		17	80	49	11	5
Luray PD		3349	1940.88	65	30.77			1	3	21	31	9	
Shenandoah PD		1740	747.13	13	76.92				6	3	2	2	
Stanley PD		1276	391.85	5	20.00				1	2	2		
State Police				7	28.57				1	1	3	2	
PATRICK COUNTY	87	18190	1896.65	345	41.74		2		36	88	206	13	4
	86	18110	1783.55	323	43.34	1			17	90	204	11	2
Sheriff's Office		18190	1891.15	344	41.86		2		36	88	206	12	4
State Police				1	0.00							1	
PITTSYLVANIA COUNTY	87	68010	1423.32	968	40.19	3	9	11	52	337	516	40	9
	86	67750	1616.24	1095	23.74	4	10	1	55	377	627	21	6
Sheriff's Office		64107	1344.63	862	39.79	3	9	11	48	306	455	30	7
Chatham PD		1251	3197.44	40	50.00				1	12	25	2	1
Gretna PD		1199	2418.68	29	41.38					12	17		
Hurt PD		1453	963.52	14	64.29						12	2	
State Police				23	21.74				3	7	7	6	1
POWHATAN COUNTY	87	15130	912.10	138	44.93	2	1	1	18	48	61	7	2
	86	14840	707.55	105	28.57				10	35	56	4	1
Sheriff's Office		15130	819.56	124	46.77	2	1	1	15	45	55	5	2
State Police				14	28.57				3	3	6	2	
PRINCE EDWARD COUNTY	87	17830	1009.53	180	46.67		2	4	12	46	112	4	1
	86	17640	1746.03	308	38.31	2	2	2	14	78	199	11	1
Sheriff's Office		11537	641.41	74	33.78		2	1	7	22	42		1
Farmville PD		6293	1589.07	100	56.00			3	4	23	67	3	
State Police				6	50.00				1	1	3	1	

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PRINCE GEORGE COUNTY	87	28030	1694.61	475	43.16	1	5	4	16	167	264	18	9
	86	27700	1646.21	456	39.91		8	7	33	137	248	23	2
Sheriff's Office & PD		28030	1666.07	467	43.68	1	5	4	16	166	259	16	9
State Police				8	12.50					1	5	2	
PRINCE WILLIAM COUNTY	87	177810	3981.78	7080	18.28	3	44	104	186	1335	4889	519	41
	86	173070	2787.31	4824	20.54	6	26	79	229	1072	3126	286	39
Prince Wm. Co. PD		172857	4002.73	6919	18.27	3	44	101	173	1302	4791	505	40
Quantico PD		569	1933.22	11	54.55				5	1	5		
Dumfries PD		4384	2874.09	126	14.29			3	2	31	80	10	1
State Police				24	25.00				6	1	13	4	
PULASKI COUNTY	87	36340	2682.99	975	29.85	2	7	5	47	237	644	33	5
	86	36180	2763.96	1000	34.90		5	4	48	222	676	45	10
Sheriff's Office		24471	1798.05	440	33.86	2	4	2	15	101	299	17	2
Pulaski PD		9302	5127.93	477	27.46		3	2	30	131	297	14	3
Dublin PD		2567	1636.15	42	21.43				2	4	35	1	
State Police				16	12.50			1		1	13	1	
RAPPAHANNOCK COUNTY	87	6250	912.00	57	40.35				4	28	21	4	1
	86	6230	802.57	50	58.00	1	1		12	20	15	1	1
Sheriff's Office		6250	848.00	53	39.62				3	28	18	4	1
State Police				4	50.00				1		3		
RICHMOND COUNTY	87	7280	741.76	54	57.41		1		1	17	32	3	2
	86	7240	497.24	36	66.67	1	1	2	2	12	18		
Sheriff's Office		6479	740.86	48	56.25		1		1	16	28	2	1
Warsaw PD		801	499.38	4	75.00					1	3	1	1
State Police				2	50.00						1	1	
ROANOKE COUNTY	87	78670	2735.48	2152	34.39		8	11	77	300	1685	71	16
	86	77860	2867.97	2233	28.12	7	9	14	70	344	1706	83	17
Sheriff's Office		70781	2660.32	1883	32.66		7	9	72	260	1476	59	11
Vinton PD		7889	3130.94	247	48.58		1	2	2	36	197	9	5
State Police				22	22.73				3	4	12	3	
ROCKBRIDGE COUNTY	87	18630	1916.26	357	26.89	1	3	4	8	94	237	10	2
	86	18510	1782.82	330	32.12	1	7		16	81	210	15	
Sheriff's Office		18630	1706.92	318	26.73		3	2	6	93	208	6	1
State Police				39	28.21	1		2	2	1	29	4	1
ROCKINGHAM COUNTY	87	56090	771.97	433	35.80	2	1	1	27	107	262	33	7
	86	55510	758.42	421	38.95	3	5	3	29	109	252	20	6
Sheriff's Office		50824	627.66	319	31.35	2	1	1	15	92	198	10	3
Bridgewater PD		2823	743.89	21	38.10				1	1	18	1	
Dayton PD		1038	963.39	10	10.00					4	5	1	
Elkton PD		1405	2918.15	41	53.66				1	7	31	2	
State Police				42	57.14				10	3	10	19	4

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RUSSELL COUNTY	87 86	33910 33600	681.21 723.21	231 243	50.22 30.04	1	1 1	1	19 12	67 104	126 99	16 27	6 3
Sheriff's Office		28858	516.32	149	43.62		1	1	5	46	84	12	6
Lebanon PD		3400	1735.29	59	66.10	1			10	13	34	1	
Honaker PD		1652	544.79	9	88.89				1	5	1	2	
State Police				14	28.57				3	3	7	1	
SCOTT COUNTY	87 86	25880 25760	776.66 776.40	201 200	25.37 39.00	2		4 12	13 19	98 74	67 80	17 14	1 7
Sheriff's Office		21720	879.37	191	25.13	2		4	13	94	65	13	1
Gate City PD		2482		0									
Weber City PD		1678		0									
State Police				10	30.00					4	2	4	
SHENANDOAH COUNTY	87 86	29980 29640	1497.67 1265.18	449 375	31.85 37.87		4 3	5 2	22 10	110 99	285 242	23 18	10 14
Sheriff's Office		21091	730.17	154	22.08		4	1	3	70	75	1	10
Edinburg PD		749	534.05	4	0.00						4		
Mt. Jackson PD		1626	1968.02	32	34.38				3	3	26		
Woodstock PD		2672	2694.61	72	62.50				1	11	56	4	
Strasburg PD		2507	5025.93	126	30.16				8	15	93	10	
New Market PD		1335	3071.16	41	21.95			2	1	10	26	2	
State Police				20	30.00			2	6	1	5	6	
SMYTH COUNTY	87 86	34240 34130	975.47 1110.46	334 379	37.72 36.68		5 3	3 2	38 35	94 100	176 211	18 28	1 5
Sheriff's Office		23340	616.97	144	49.31		1		34	55	49	5	
Marion PD		7339	2152.88	158	24.05		1	3	2	27	117	8	1
Saltville PD		2437	246.20	6	50.00				1	4		1	
Chilhowie PD		1124	1423.49	16	56.25		3		1	6	6		
State Police				10	50.00					2	4	4	
SOUTHAMPTON COUNTY	87 86	18330 18310	1663.94 1654.83	305 303	31.80 37.29		3 3	4 4	21 60	122 84	139 132	16 17	4 4
Sheriff's Office		17435	1737.88	303	32.01		3	4	21	122	138	15	4
Courtland PD		895		0								1	
State Police				2	0.00						1	1	
SPOTSYLVANIA COUNTY	87 86	42510 41010	4111.97 3418.68	1748 1402	25.17 31.46		12 5	13 17	41 32	274 226	1308 1042	100 80	2 1
Sheriff's Office		42510	3980.24	1692	25.06		11	12	30	266	1280	93	1
State Police				56	28.57		1	1	11	8	28	7	1
STAFFORD COUNTY	87 86	51840 50230	1724.54 1620.55	894 814	33.78 40.42	3 1	1 5	23 15	63 26	151 191	580 494	73 82	10 12
Sheriff's Office		51840	1606.87	833	35.41	3	1	22	18	149	571	69	10
State Police				61	11.48			1	45	2	9	4	

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SURRY COUNTY	87	6310	1679.87	106	36.79		2	2	9	52	40	1	
	86	6270	1244.02	78	48.72		2	2	9	34	28	3	1
Sheriff's Office		6310	1679.87	106	36.79		2	2	9	52	40	1	
State Police				0									
SUSSEX COUNTY	87	10200	2009.80	205	45.37			10	23	64	91	17	4
	86	10300	2145.63	221	51.58	1	3	6	29	71	101	10	1
Sheriff's Office		8015	2083.59	167	36.53			10	17	57	70	13	3
Waverly PD		2185	1556.06	34	88.24				6	7	19	2	1
State Police				4	50.00						2	2	
TAZEWELL COUNTY	87	53250	1218.78	649	40.22	1	2	5	76	199	336	30	5
	86	52860	1384.79	732	39.62		7	8	79	203	402	33	6
Sheriff's Office		34424	854.06	294	50.68	1	2	3	59	90	127	12	1
Bluefield PD		5795	1173.43	68	19.12					37	28	3	1
Pocahontas PD		539	927.64	5	80.00				1	2	2		
Richlands PD		6070	2767.71	168	44.64			2	7	33	120	6	1
Tazewell PD		4793	1377.01	66	13.64				3	20	39	4	
Cedar Bluff PD		1629	613.87	10	40.00				2	4	4		
State Police				38	18.42				4	13	16	5	2
WARREN COUNTY	87	23660	3503.80	829	35.34	2	8	4	27	223	516	49	12
	86	23310	3886.74	906	35.54	1	5	6	22	187	643	42	11
Sheriff's Office		11921	1887.43	225	29.78		2	1	6	98	111	7	2
Front Royal PD		11739	5043.02	592	37.50	2	6	3	20	124	397	40	9
State Police				12	33.33				1	1	8	2	1
WASHINGTON COUNTY	87	49300	1409.74	695	27.05		10	7	22	260	350	46	10
	86	48910	1586.59	776	40.98	2	12	5	31	296	372	58	14
Sheriff's Office		41731	1322.76	552	29.17		9	6	15	222	263	37	9
Abingdon PD		4555	2436.88	111	17.12		1	1		28	73	8	
Damascus PD		1320	151.52	2	50.00					2			
Glade Springs PD		1694	885.48	15	33.33				4	6	5		
State Police				15	133.33				3	2	9	1	1
WESTMORELAND COUNTY	87	14440	2153.74	311	43.41	4	4	7	26	127	127	16	8
	86	14390	2043.09	294	35.37	3	1	3	17	84	179	7	1
Sheriff's Office		11362	1601.83	182	58.24	2	3	3	11	71	83	9	7
Colonial Beach PD		3078	4061.08	125	20.80	2	1	4	15	55	41	7	1
State Police				4	75.00					1	3		
WISE COUNTY	87	47460	1702.49	808	37.00	1	7	9	31	222	483	55	10
	86	46960	1665.25	782	27.11	2	10	13	48	243	396	70	17
Sheriff's Office		30747	910.66	280	41.07	1	3	4	7	108	131	26	
Appalachia PD		2393	1880.48	45	40.00		2		7	11	23	2	2
Big Stone Gap PD		4980	7048.19	351	37.04		2	5	15	81	235	13	2
Coeburn PD		2763	289.54	8	25.00					6	2		
Pound PD		1185	84.39	1	100.00						1		
St. Paul PD		918	980.39	9	44.44				1	3	2	3	
Wise PD		4474	2168.08	97	25.77				1	13	77	6	1
State Police				17	23.53						12	5	5

		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
COLONIAL HEIGHTS	87 86	17280 17170	2719.91 3267.33	470 561	32.55 36.72		3 4	7 6	10 13	57 45	370 479	23 14	
Colonial Heights PD State Police		17280	2708.33	468 2	32.69 0.00		3	7	9 1	57	369 1	23	
COVINGTON	87 86	7980 8140	1904.76 2137.59	152 174	40.79 32.18		1 1		18 6	41 32	79 118	13 14	1 3
Covington PD State Police		7980	1904.76	152 0	40.79		1		18	41	79	13	1
DANVILLE	87 86	45130 45210	3642.81 3273.61	1644 1480	35.64 28.78	3 6	7 12	13 17	34 40	278 220	1262 1127	47 58	16 5
Danville PD State Police		45130	3642.81	1644 0	35.64	3	7	13	34	278	1262	47	16
EMPORIA	87 86	4690 4710	8422.17 8917.20	395 420	47.34 42.38		2 3	5 6	17 16	79 61	283 330	9 4	2 1
Emporia PD State Police		4690	8422.17	395 0	47.34		2	5	17	79	283	9	2
FAIRFAX	87 86	20870 20830	6363.20 6135.38	1328 1278	29.07 28.87		3 5	20 14	8 10	151 151	1046 1005	100 92	11 12
Fairfax PD State Police		20870	6358.41	1327 1	29.09 0.00	1	3	20	8	151	1045 1	100	11
FALLS CHURCH	87 86	9660 9640	5797.10 5622.41	560 542	29.64 28.97		2 4	14 12	41 8	68 71	370 416	65 31	3 5
Falls Church PD State Police		9660	5776.40	558 2	29.57 50.00		2	14	41	67 1	370	64 1	3
FRANKLIN	87 86	7990 7980	3967.46 3646.62	317 291	41.64 38.49		3 2	7 5	33 24	48 72	223 175	3 13	
Franklin PD State Police		7990	3954.94	316 1	41.77 0.00		3	7	33	48	222 1	3	1
FREDERICKSBURG	87 86	19900 19600	5793.97 5877.55	1153 1152	32.26 34.20	1 4	10 4	30 30	41 51	146 129	844 879	81 55	1 6
Fredericksburg PD State Police		19900	5698.49	1134 19	32.28 31.58	1	10	30	36 5	140 6	838 6	79 2	1
GALAX	87 86	7010 6940	2810.27 4106.63	197 285	22.34 29.12		1 1		1 9	27 40	158 213	10 21	
Galax PD State Police		7010	2796.01	196 1	21.94 100.00		1			27	158	10	
HAMPTON	87 86	126890 126280	5906.69 6045.30	7495 7634	26.91 29.09	10 6	42 59	200 143	172 194	1235 1292	5510 5531	326 409	57 48
Hampton PD State Police		126890	5903.54	7491 4	26.91 25.00	10	42	199 1	172	1235	5507 3	326	57
HARRISONBURG	87 86	27490 27090	4336.12 4514.58	1192 1223	27.52 32.05	3 2	3 4	9 6	12 19	208 163	927 986	30 43	3 11
Harrisonburg PD State Police		27490	4328.85	1190 2	27.56 0.00	3	3	9	12	208	926 1	29 1	3

		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
PORTSMOUTH	87	111750	7067.56	7898	26.60	29	80	332	386	1783	4878	410	182
	86	110730	6208.80	6875	27.69	21	60	333	250	1604	4332	275	163
Portsmouth PD		111750	7060.40	7890	26.60	29	80	332	380	1783	4876	410	182
State Police				8	25.00				6		2		
RADFORD	87	14060	967.28	136	71.32		4			13	99	20	
	86	13980	1223.18	171	42.11		1			19	128	23	2
Radford PD		14060	960.17	135	71.85		4			13	98	20	
State Police				1	0.00						1		
RICHMOND	87	215790	8621.81	18605	25.75	78	183	1084	1279	4148	9993	1840	121
	86	216280	8453.86	18284	26.47	82	207	1017	1289	4483	10062	1144	113
Richmond PD		215790	8602.81	18564	25.73	78	182	1083	1271	4143	9969	1838	121
State Police				41	31.71		1	1	8	5	24	2	
ROANOKE	87	100080	7594.92	7601	26.34	16	28	182	209	1764	5170	232	71
	86	100110	7993.21	8002	23.36	12	32	204	250	1730	5533	241	108
Roanoke PD		100080	7587.93	7594	26.36	16	28	182	206	1764	5167	231	71
State Police				7	0.00				3		3	1	
SALEM	87	24560	3717.43	913	22.45	1	3	2	12	125	717	53	3
	86	24490	3189.06	781	30.35	1	1	9	6	156	562	46	16
Salem PD		24560	3713.36	912	22.48	1	3	2	12	125	716	53	3
State Police				1	0.00						1		
SOUTH BOSTON	87	7390	1759.13	130	43.08	1		1	2	24	98	4	
	86	7350	2217.69	163	33.13	1			9	21	127	5	
South Boston PD		7390	1759.13	130	43.08	1		1	2	24	98	4	
State Police				0									
STAUNTON	87	24850	3114.69	774	32.69	2	6	6	38	176	525	21	8
	86	24790	3073.82	762	38.98	2	2	11	22	107	599	19	5
Staunton PD		24850	3114.69	774	32.69	2	6	6	38	176	525	21	8
State Police				0									
SUFFOLK	87	53150	4650.99	2472	26.74	11	21	78	214	669	1370	109	13
	86	52360	4629.49	2424	26.24	4	22	61	242	589	1387	119	18
Suffolk PD		53150	4650.99	2472	26.74	11	21	78	214	669	1370	109	13
State Police				0									
VIRGINIA BEACH	87	332490	5634.15	18733	25.45	11	125	323	269	4046	13198	761	152
	86	322460	5508.90	17764	20.21	25	85	337	309	4475	11779	754	174
Virginia Beach PD		332490	5625.13	18703	25.41	11	124	322	261	4045	13181	759	152
State Police				30	46.67		1	1	8	1	17	2	
WAYNESBORO	87	18620	3587.54	668	24.85	3	3	5	25	97	503	32	12
	86	18660	3595.93	671	22.06	1	3	5	28	90	518	26	21
Waynesboro PD		18620	3587.54	668	24.85	3	3	5	25	97	503	32	12
State Police				0									
WILLIAMSBURG	87	11070	5474.25	606	29.87		1	20	10	63	493	21	1
	86	10960	4114.96	451	33.48		1	8	5	77	336	24	2
Williamsburg PD		11070	5465.22	605	29.75		1	19	10	63	493	21	1
State Police				1	100.00			1					

		POPULATION	CRIME RATE PER 100,000	TOTAL CRIME INDEX	PERCENT CLEARED	Murder and Non-negligent Man-slaughter	Forcible Rape	Robbery	Aggravated Assault	Burglary	Larceny	MV Theft	Arson*
WINCHESTER	87	21200	6372.64	1351	36.20	1	11	14	30	169	1078	48	5
	86	21070	7005.22	1476	38.41		3	20	38	268	1093	54	7
Winchester PD		21200	6358.49	1348	36.05	1	11	14	29	169	1076	48	5
State Police				3	100.0				1		2		
CITY	87	2184410	6052.39	132209	25.99	272	975	4585	5602	27664	85069	8042	1162
SUB-TOTAL	86	2163490	5899.77	127641	25.07	264	968	4580	5646	27940	81376	6867	1249

Table 1(a)

STATE POLICE ACTIVITIES

(1987)

	PRIME INCIDENTS	ASSISTS & FOLLOW UP	NUMBER OF ARREST FROM DSS SUMMARY SHEETS
PART I OFFENSES			
Homicide	134	4,110	41
Rape	107	640	8
Robbery	55	320	16
Assault	63	476	15
Burglary	163	1,289	158
Serious Felonies as reported by Bureau of Field Operations (includes homicide, robbery, rape, assault, burglary, and arson)	594	763	272
Larceny	1,704	5,772	687
Auto Theft	1,297	2,471	339
Arson	468	3,613	45
Other Felonies	2,759	5,188	1,355
SUBTOTAL FOR PART I OFFENSES	7,344	24,642	2,936
PART II OFFENSES			
Forgery/Uttering	214	1,451	231
Fraud	351	4,480	463
Embezzlement	220	4,569	348
Drugs/Narcotics	2,908	11,958	1,692
Kidnaping/Hostage	20	131	16
Driving Under The Influence	16,985	1,370	11,631
Other Part II Offenses	9,347	4,562	5,854
SUBTOTAL FOR PART II OFFENSES	30,045	28,521	20,235
GRAND TOTAL	37,389	53,163	23,171

LOCALITIES PROVIDING SPECIAL BENEFITS TO
LAW ENFORCEMENT OFFICERS AND FIREFIGHTERS
MAY 5, 1988

	<u>LOCALITY</u>	<u>SHERIFF</u>	<u>POLICE</u>	<u>FIREFIGHTERS</u>
COUNTIES:	Albemarle	X	None	
	Appomattox	X		
	Augusta	X	None	X
	Bedford	X		
	Campbell	X	None	
	Chesterfield	X	X	X
	Essex	X	None	
	Goochland	X	None	
	Hanover	X	None	
	Henrico	X	X	X
	Henry	X	None	
	Loudoun	X	None	X
	Mecklenburg	X	None	
	Pittsylvania	X		
	Prince William	X	X	X
	Pulaski	X	None	
Roanoke	X	None	X	
York	X	None	X	
CITIES:	Bedford		X	
	Bristol	X	X	X
	Chesapeake	X	X	X
	Colonial Heights	X	X	X
	Danville	X		
	Fredericksburg	X	X	X
	Franklin	None	X	X
	Hampton	X	X	X
	Hopewell		X	X
	Lynchburg	X	X	X
	Manassas	None	X	X
	Martinsville	X	X	X
	Petersburg		X	X
	Poquoson	None	X	X
	Radford	X	X	X
	Roanoke	X		
	Salem	X	X	X
	Staunton	X	X	X
	Suffolk	X	X	X
	Virginia Beach	X	X	X
Winchester		X	X	

