



Commonwealth Workforce Update

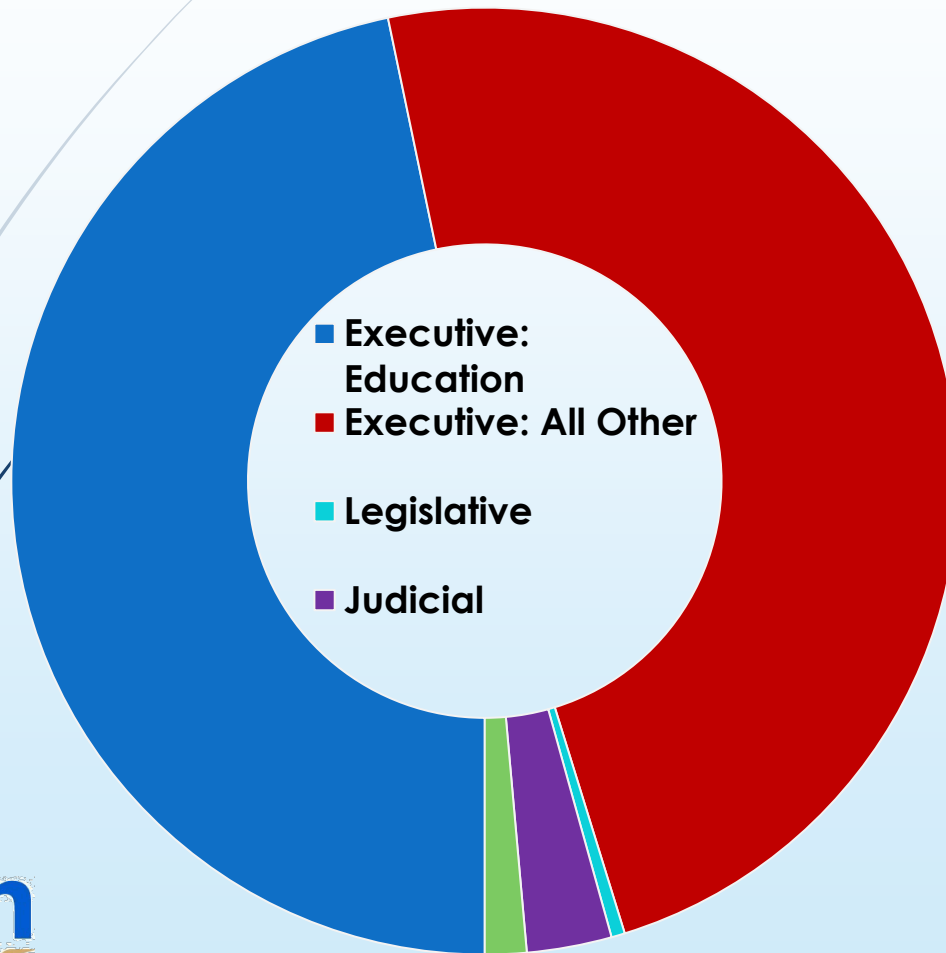


Virginia Department of Human Resource Management

Highlights & Trends

January 17, 2023 – Senate Finance and Appropriations Committee

Workforce Profile



Salaried & Temporary (FTE's) as of November 30, 2022	
<i>Executive</i>	131,422.25
<i>Legislative</i>	974.03
<i>Judicial</i>	5,044.83
<i>Independent</i>	1,903.44
Total	139,344.55

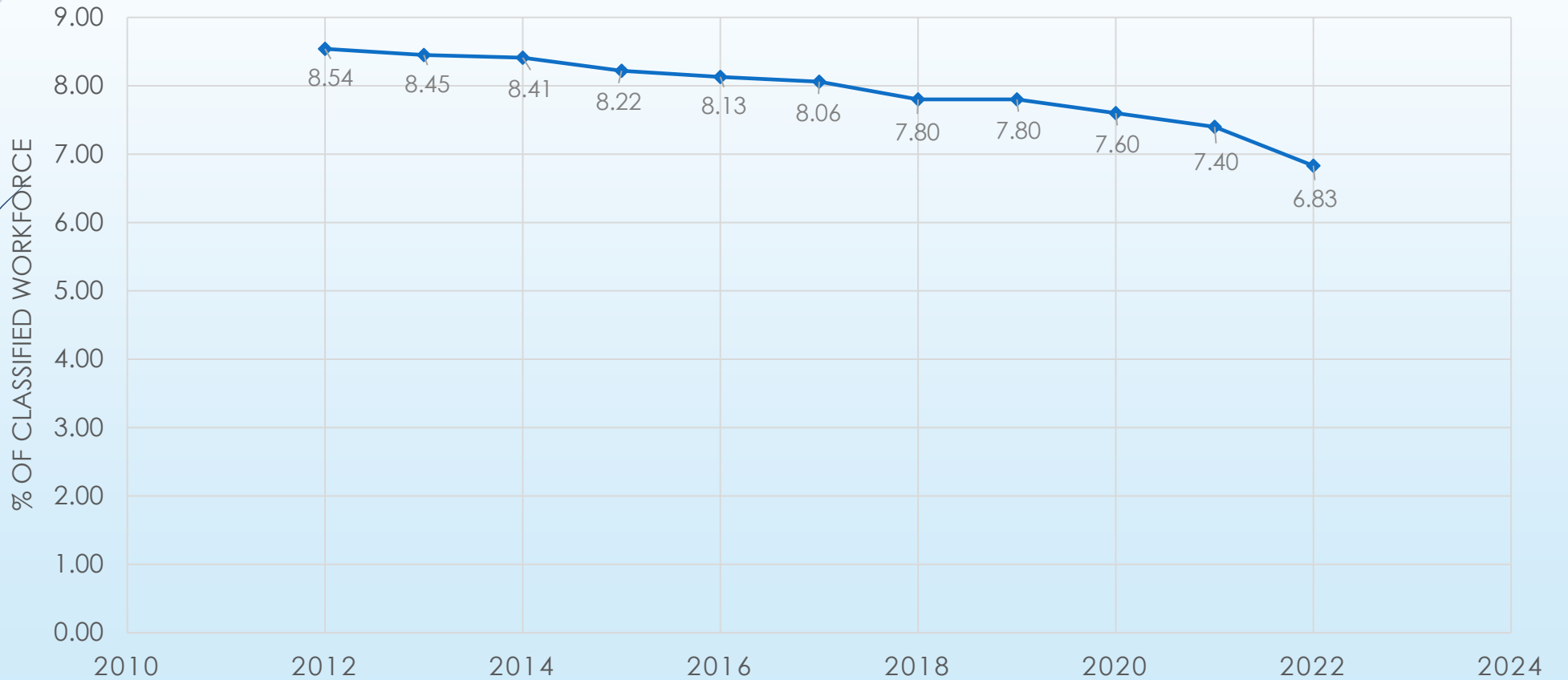
Total Classified Employees:
55,588

dhrm

Salaried Full Time Equivalents as of November 30, 2022

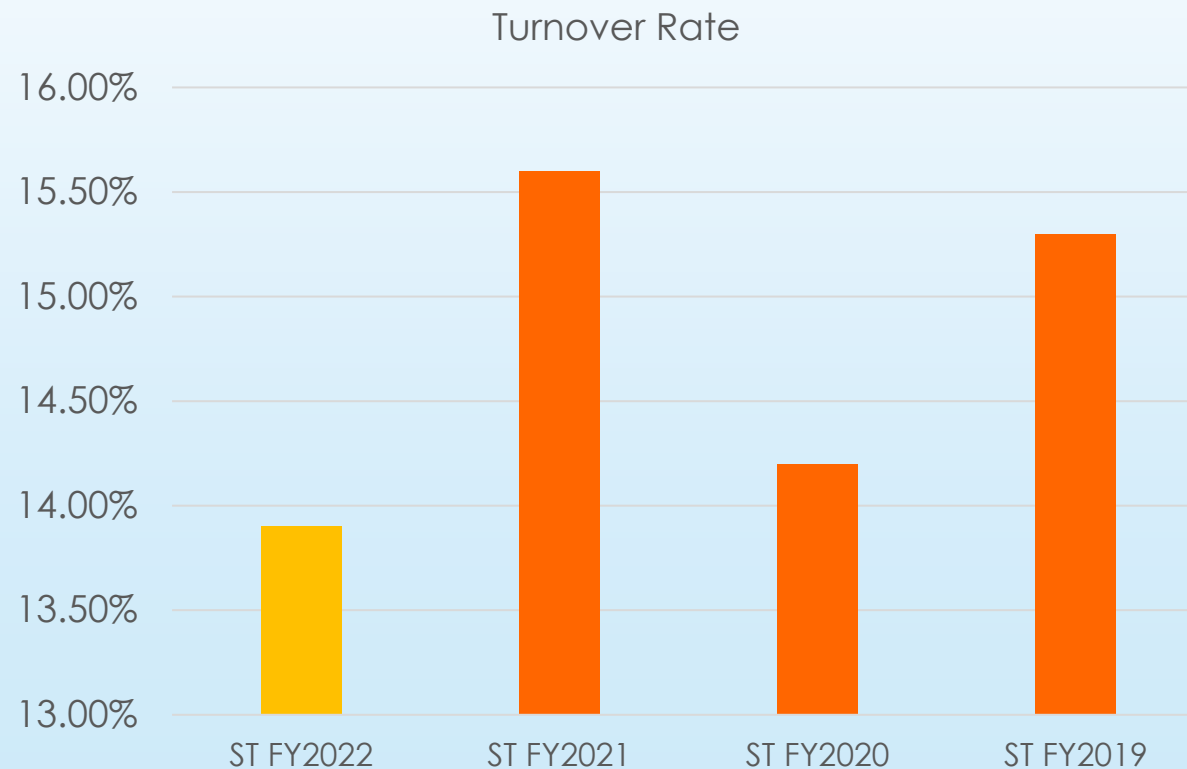
Veterans in the Workforce

VETERANS IN CLASSIFIED WORKFORCE



Turnover

- Classified Voluntary Turnover is consistent with prior years
- Some occupations remain higher



Employee Demographics

- ▶ Average Age: 46.19 years
- ▶ Average Years of Service: 10.7 years
- ▶ Male/Female: 45% / 55%
- ▶ Minority/Non-Minority: 36% / 64%
- ▶ Average Salary: \$61,934

Compensation

- ▶ Current classified salary structure compression in pay bands 1-4 due to minimum wage increase for calendar year 2023.
 - ▶ adjustment made to pay bands 1 and 2 effective 1/1/2023
- ▶ Targeted salary increases provided to specific positions in FY22 to help address pay compression
- ▶ Initiated a plan to evaluate the job architecture

Telework

► From September 7, 2022 Report

	Number	Percentage
Total Classified	55,588	
Total Classified Eligible to Telework	23,185	42%
Total Eligible Classified Employees Teleworking	15,338	66%
1 Day	7,302	32%
2 Days	4,848	21%
3 Days	1,026	4%
4 Days	455	2%
5 Days	1,712	7%

Health Benefits

- No increase in FY23 premiums
 - Reduced actual claims
 - Improved pharmacy rebates
- No plan design changes projected
- Modest rate increase proposed for FY24



Cardinal & HR Systems



- ▶ Implementation of Cardinal HCM complete as of October 2022; currently in post-production support phase
- ▶ New Talent Acquisition System (RMS), PageUp, to go-live on January 24th

Questions?

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