

Department of Human Resource Management

COMMONWEALTH WORKFORCE UPDATE

SENATE FINANCE AND APPROPRIATIONS
COMMITTEE – GENERAL GOVERNMENT
SUBCOMMITTEE



February 3, 2026

AGENDA

- DHRM Overview
- Key Messages
- Workforce Statistics and Trends
- Compensation Update
- Health Benefits
- Key Initiatives
- Appendix – Additional Information

DHRM OVERVIEW



DHRM OVERVIEW

The Commonwealth's Central Human Resource Agency

- State personnel policies
- Base and non-base compensation programs
- Employee-management relations programs, to include alternative dispute resolutions and coaching
- Performance management programs
- Talent acquisition and retention programs and systems
- Employee training and management development
- Job classification plan
- Variety of health benefit programs covering:
 - Current and retired state employees
 - Some local government/political subdivision employees
 - LODA recipients
- Grievance Procedure and a statewide mediation program
- Workers' Compensation for all state employees

KEY MESSAGES



KEY MESSAGES

- Workforce
 - Attracting and retaining talent is critical, ongoing focus
 - Turnover decreased overall, however voluntary resignations in first 5 years remain significant
 - Service retirements continue to be above average
 - Mid-level to higher level professionals and managers
 - Workforce planning and knowledge transfer critical
- Compensation
 - Statewide 3% salary adjustments brought classified salaries closer but still lag market.
 - Minimum wage increased January 2025 to \$12.41/hr (3.4% increase) with minimal impact to statewide classified workforce.
 - Developed Overtime Policy and incorporated Overtime Leave.
 - Completed preliminary review of 25-year-old statewide classified salary structure and job architecture.

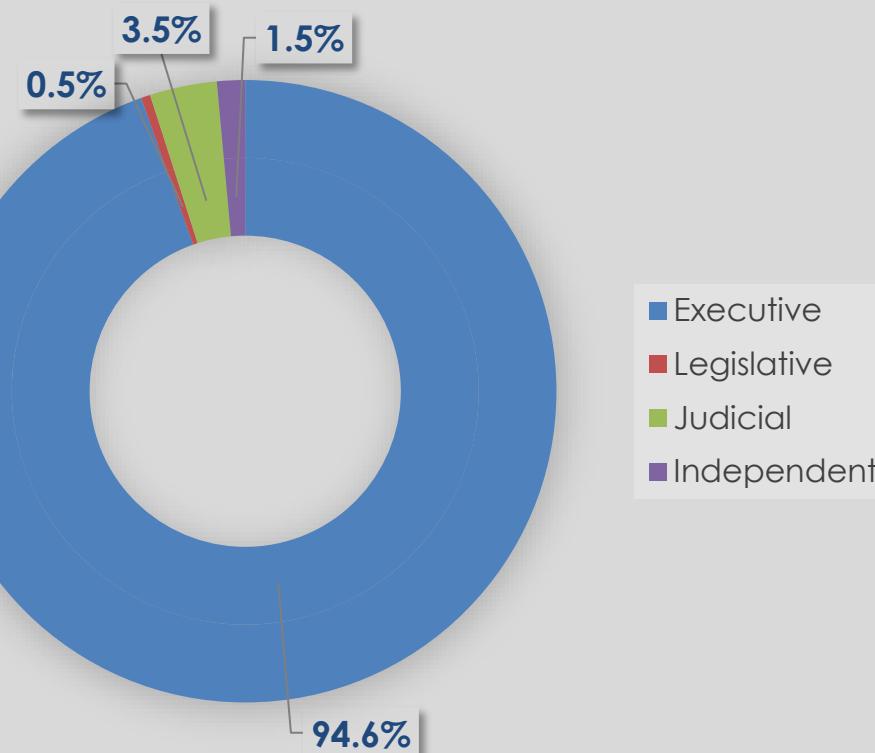
KEY MESSAGES

- Health Benefits
 - Claim costs increasing at the national average
 - Drug utilization for GLP1s and specialty medications are driving increased prescription costs
- Workers' Compensation
 - Total claims have decreased nearly half since 2011
 - Payments have decreased nearly 13% from FY20
- Data Cleanup
 - Multiple streams focused on improving data integrity.



WORKFORCE

STATE WORKFORCE EMPLOYMENT LEVEL



Salaried & Temporary (FTE's) as of June 30, 2025

Executive	134,436.86
Ed./Faculty	21,369.65
Legislative	677.77
Judicial	4,959.67
Independent	2,073.68
Total	142,147.98

Total Classified Employees:
58,143

Source: DHRM EPR Reports 6/30/2025

STATE WORKFORCE EMPLOYMENT LEVEL (FTEs)

Employee Resource Levels (all position types)

STATEWIDE FTEs as of 06/30/2025		
SALARIED EMPLOYEES		
Executive	108,544.19	76.4%
Legislative	564.60	0.4%
Judicial	3,792.28	2.7%
Independent	1,970.28	1.4%
Total Salaried	114,871.35	80.8%
WAGE EMPLOYEES		
Executive	25,892.67	18.2%
Legislative	113.17	0.1%
Judicial	1,167.39	0.8%
Independent	103.40	0.1%
Total Temporary	27,276.63	19.2%
TOTAL EMPLOYEES	142,147.98	100%

Source: DHRM EPR Reports 06/30/2025

Majority of executive branch employees are in Education

Executive Branch	FTEs	%
Education	60,409.78	56.3%
Public Safety & Homeland Security	15,711.34	14.6%
Health and Human Resources	12,866.87	12.0%
Transportation	9,695.80	9.0%
Natural Resources	1,980.11	1.8%
Commerce & Trade	435.61	0.4%
Finance	1,101.30	1.0%
Administration	1,170.65	1.1%
Veterans and Defense Affairs	1,319.00	1.2%
Agriculture & Forestry	793.00	0.7%
Executive Offices	676.86	0.6%
Labor	1,098.07	1.0%
TOTAL	107,258.39	100%

Source: DHRM EPR Reports 06/30/2025

CLASSIFIED STATE WORKFORCE DEMOGRAPHICS

Average Age

46.1 years

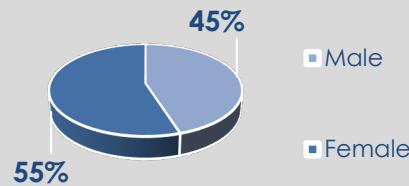
Average Years of Service

8.5 years

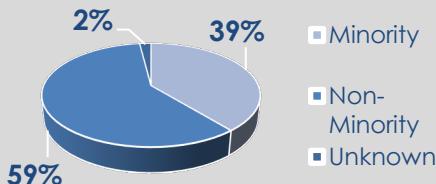
Average Age of New Hires

39.1 years

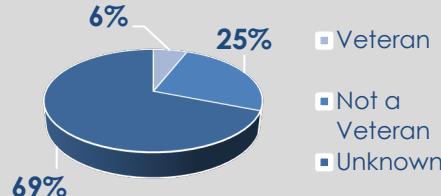
Gender



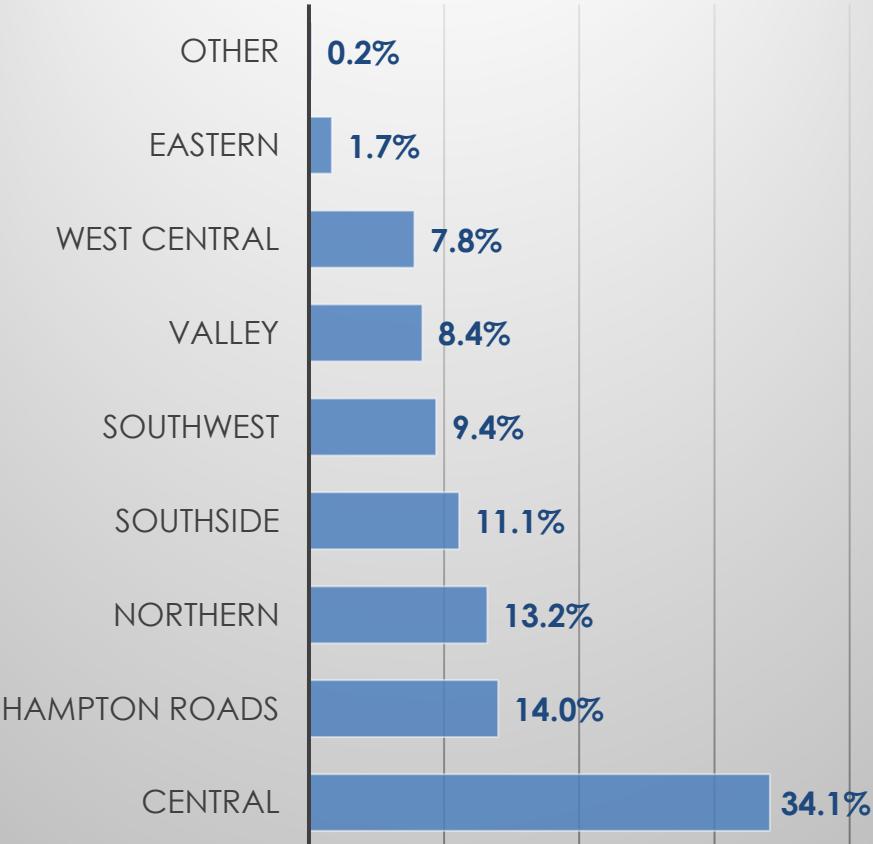
Diversity



Veterans



Classified Employees by Area



CLASSIFIED STATE WORKFORCE RECRUITMENT & RETENTION

FY25 Recruitment	
Vacancy Rate	13.0%
Average Time to Hire*	68 days
Total Recruitments	15,791
Promotions	13.3%
Demotions	1.4%
Transfers	15.5%
New Hires/Rehires	69.8%
Average Age of New Hires/Rehires	39.1 years

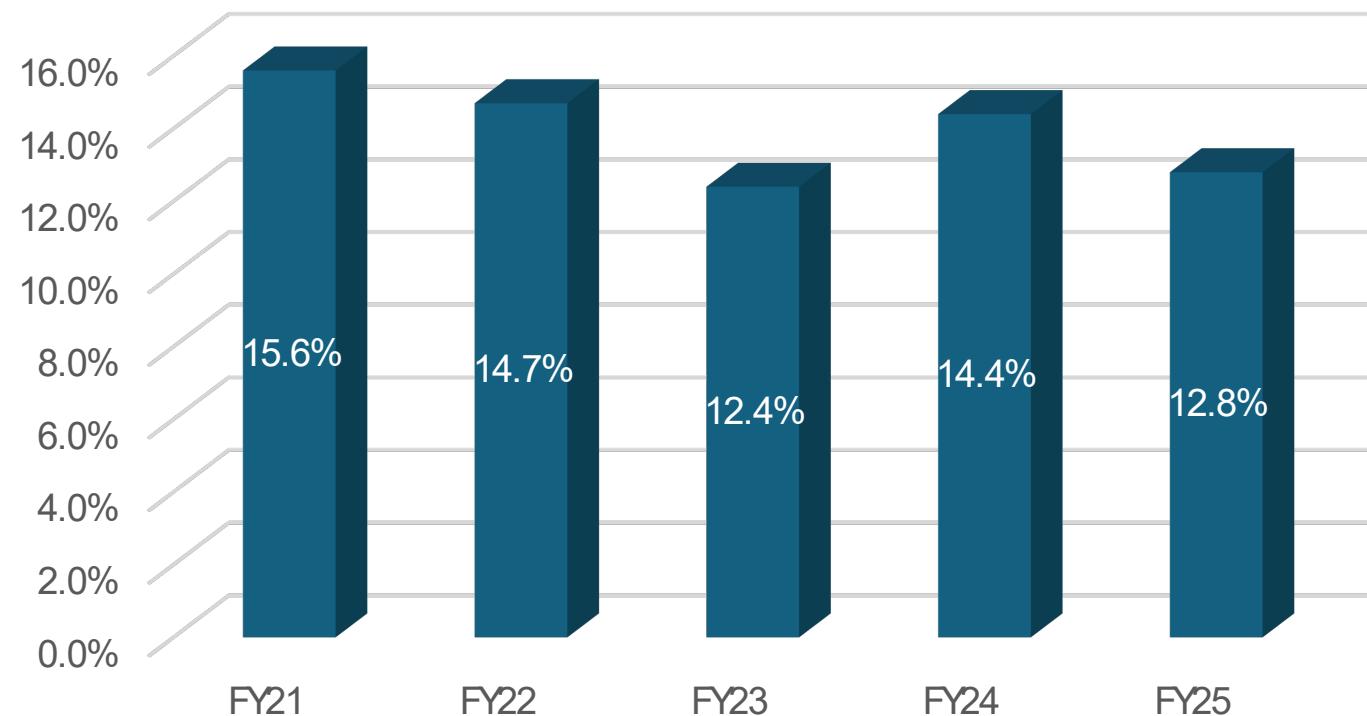
FY25 Retention	
Turnover Rate	12.8%
Turnover - Probationary	25.6%
Eligible Retirement Today	5.1%
Eligible Retirement Within 2 Years	9.0%
Retirement Rate	0.9%

*Includes Recruitments in Pageup only. Not reflective of statewide classified recruitments done outside of Pageup.

Source: Based on available Cardinal data FY25

CLASSIFIED WORKFORCE DATA - TURNOVER

5 year Trend of Classified Turnover



COMPENSATION

ACTUAL SALARY INCREASE BUDGETS - 2025

Private Industry	Government Sector	Commonwealth Statewide 2025 Salary Increase
3.5%	4.2%	3.0%

Market Data Source: WorldatWork 2025-2026 Salary Budget Survey

AVERAGE PAY INCREASES: 1995 - 2025

Private Industry

3.53%

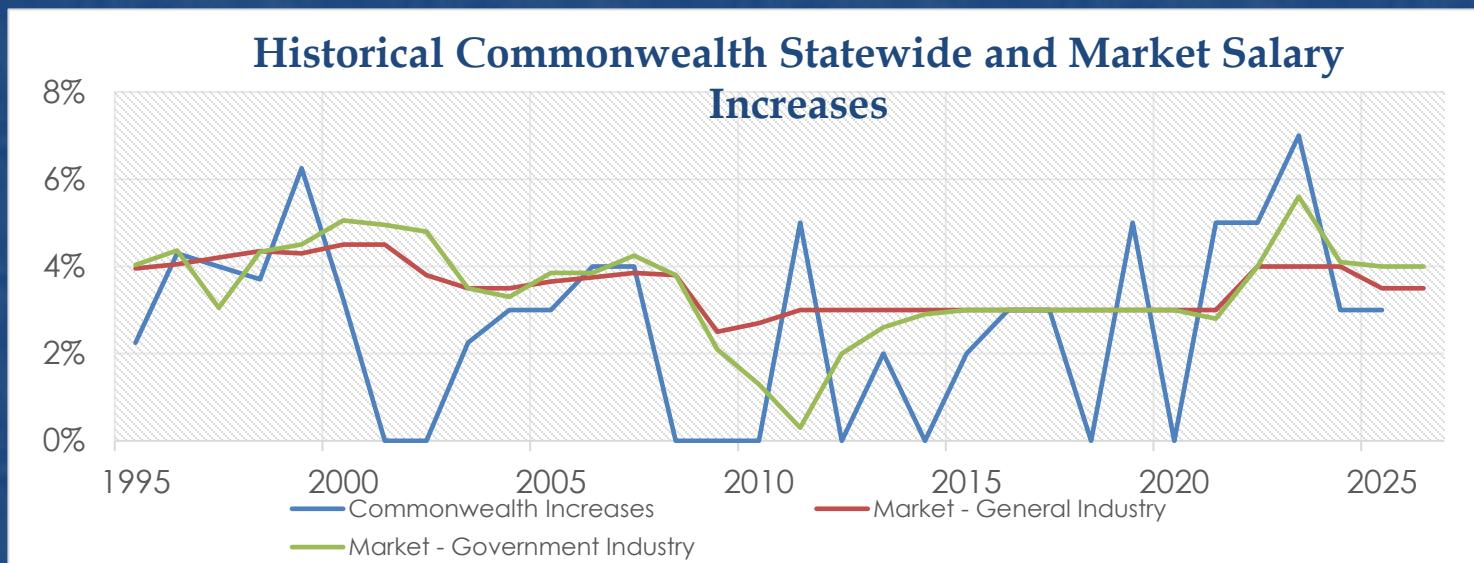
Public Sector

3.46%

Commonwealth
Statewide¹

2.68%

¹Does not include targeted or agency specific increases.



PROJECTED INDUSTRY PAY INCREASES IN 2026

Private Industry	Public Sector	Commonwealth Statewide
3.5%	4.0%	2.0%*

**Note: Introduced FY27 Budget, not approved*

Market Data Source: WorldatWork 2025-2026 Salary Budget Survey

BIENNIAL COMPENSATION STUDY



ANALYSIS

Summary of activities

- 200 Commonwealth working titles were included in the market study.
- Deloitte identified and DHRM verified each Commonwealth job title market match.
- Compile and document public and private sector market base salary data for each position in the study.
- Compiled salary increase market data.
- Compared Commonwealth base salaries and annual base salary increases to the market data.



FINDINGS

Summary of data

- On average, current Commonwealth base salaries are 5% and 16% below the market median public and private sector data, respectively.
 - In 2023, Commonwealth base salaries were 9% and 13% below the market median public and private sector data, respectively.
 - The Commonwealth gained ground relative to the public sector but fell more behind the private sector.
- The majority of average base salaries for employees in the benchmark roles fall within 20% of the market median.
- Median annual salary increase projections for 2025 were 4% compared to 3% increases in 2025 for Commonwealth classified employees.



OPTIONS for CONSIDERATION

Summary of suggestions

- Position the Commonwealth for classification and compensation program changes; consider:
 - Revisiting the statewide salary adjustment process; implement a proactive and sustainable approach that addresses internal (e.g., Commonwealth agency) and external (e.g., private sector growth) compensation concerns annually.
 - Updating the outdated salary bands and job classification system to address salary and job structure issues, respectively, that are resulting in salary value concerns.

BIENNIAL COMPENSATION STUDY ANALYSIS

- 200 Commonwealth working titles were included in the market study.

Step 1

Deloitte identified and DHRM verified each Commonwealth job title market match.

Step 2

Compile and document public and private sector market base salary data for each position in the study.

Step 3

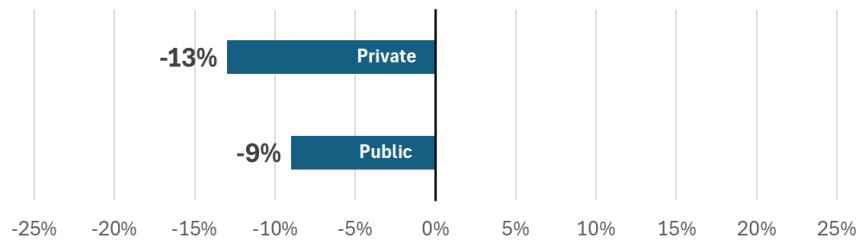
Compiled salary increase market data.

Step 4

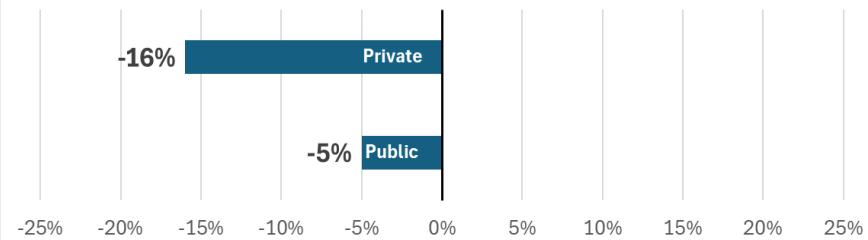
Compared Commonwealth base salaries and annual base salary increases to the market data

BIENNIAL COMPENSATION STUDY FINDINGS

2023 Comparison of Commonwealth Salaries to Private and Public Sector Data



2025 Comparison of Commonwealth Salaries to Private and Public Sector Data



- The Commonwealth gained ground relative to the public sector but fell more behind the private sector.
- The majority of average base salaries for employees in the benchmark roles fall within 20% of the market median.
- Median annual salary increase projections for 2025 were 4% compared to 3% increases in 2025 for Commonwealth classified employees.

BIENNIAL COMPENSATION STUDY RECOMMENDATIONS

Recommendation 1

Revisit the statewide salary adjustment process

Designated annual appropriation for statewide salary adjustment to implement a proactive and sustainable approach that addresses internal (e.g., Commonwealth agency) and external (e.g., private sector growth) compensation concerns.

Designated annual funding to address compression and internal alignment

Recommendation 2

Compensation Modernization

Update the outdated salary bands and job classification system to address salary and job structure issues, respectively, that are resulting in salary value concerns.

COMPENSATION MODERNIZATION

- DHRM has determined the Commonwealth needs to redesign its more than 25-year-old salary structure and job classification system.
- A market aligned salary structure and job architecture will enable strategic and informed workforce decisions.
- Outdated structures hinder:
 - Talent recruitment and results in employee retention challenges.
 - The inability to accurately research market pay for classified positions, impacts ability to attract and retain key talent the Commonwealth needs to fulfill agency and department missions.

VIRGINIA STATE MINIMUM WAGE

JANUARY 2026: \$12.77/HOUR

Estimated Minimum Wage Impact	
Employees impacted (#)	Base Salary Impact (\$)
173	716,096

VIRGINIA STATE MINIMUM WAGE JANUARY 2026 PROPOSED CHANGE

All		
Estimated Minimum Wage Impact at Various Levels^{1,2,3,4}		
	Estimated Number of Employees Impacted	Estimated Base Salary Impact
Min. Wage \$12.77	173	\$716,096
Min. Wage \$13.50	646	\$540,475
Min. Wage \$14.00	900	\$1,290,775
Min. Wage \$15.00	1,753	\$3,743,698

¹Excludes Student Workers and Adjunct Faculty at Educational Institutions as they are exempt from the FLSA and minimum wage requirements. Senator and Delegates are also excluded as rates for these roles are mandated in Code of Virginia.

²Based on base salary only effective 9/1/2025. Estimated base salary impact does not include fringe benefits or potential overtime costs.

³No analysis was conducted on the potential cost impact for internal alignment necessary for movements in the minimum wage.

⁴Impact (\$/#) for Min. Wage \$13.50 - \$20.00 is based on an assumption that all employee rates are at least \$12.77/hr. The \$12.77/hr is the starting point for calculating impact for \$13.50 - \$20.00/hr options.

OVERTIME POLICY: EFFECTIVE 12/1/2025

- Key Provisions:
 - Exempt employees are not eligible for overtime pay. In alignment with Fair Labor Standards Act (FLSA).
 - The Overtime Leave policy has been incorporated into the Overtime Policy.
 - Maximum overtime leave accrual aligns with the FLSA provisions for public sector
 - Maximum overtime leave carryover is capped at 80 hours. Any hours beyond the 80-hour cap and carried over from one FY to the next must either be used by the employee or paid out in coordination with the agency's finance team.

HEALTH BENEFITS

HEALTH BENEFITS

- Office of Health Benefits provides oversight for the state health plan that covers:
 - Just over 207,000 eligible state employees, non-Medicare retirees and their dependents
 - A local government/political subdivision health plan that covers 85,000 participants
 - A Medicare retiree health plan that covers over 43,000 members
 - The Line of Duty Act health program with 3,900 members.
- In aggregate, these plans have a total claims and administrative cost of approximately \$2.7 Billion a year.
- Successful rebid of health plans in 2025

HEALTH BENEFITS - STATE PLAN

- Office of Health Benefits provides oversight for the state health plan that covers:
 - Just over 207,000 eligible state employees, non-Medicare retirees and their dependents
 - Five medical plans: three statewide/national plans which include basic dental
 - COVA Care (PPO), administered by Anthem
 - COVA HDHP (administered by Anthem)
 - COVA HealthAware (CDHP) , administered by Aetna
 - Kaiser Permanente – fully-insured regional plan for northern Virginia
 - Sentara – fully-insured regional plan for Hampton Roads
 - Optional coverage for expanded dental, vision, hearing, and out-of-network available for most plans
- The Commonwealth pays an average of 88% of the premium cost for each coverage type (Employee Only, Employee Plus One, Family) versus most employers who cover 70% for Employee Only and 50%-60% for Family coverage

HEALTH BENEFITS - STATE PLAN EMPLOYEE DEMOGRAPHICS AND PLAN OFFERINGS

Age Bands	Count of COVA Employees
10-19	109
20-29	9,446
30-39	19,995
40-49	21,632
50-59	22,507
60-69	15,768
70-79	1,508
80-89	102
90-100	3
Total	91,070

Plan Offering	COVA Enrollment	Avg. Age
COVACare	72,123	47.8
COVA HDHP	1,521	42.1
COVA HealthAware	13,089	41.3
Sentara	2,477	44.3
Kaiser	1,860	47.9

Notes:

- Employee counts reflects active and early retiree population enrolled in COVA's self-insured and fully insured plans
- Does not include COVA Medicare retirees, TLC or LODA
- Based on Merative Data Warehouse data as of 09/01/2025

HEALTH BENEFITS ADDITIONAL PLANS (MEDICARE, TLC, LODA)

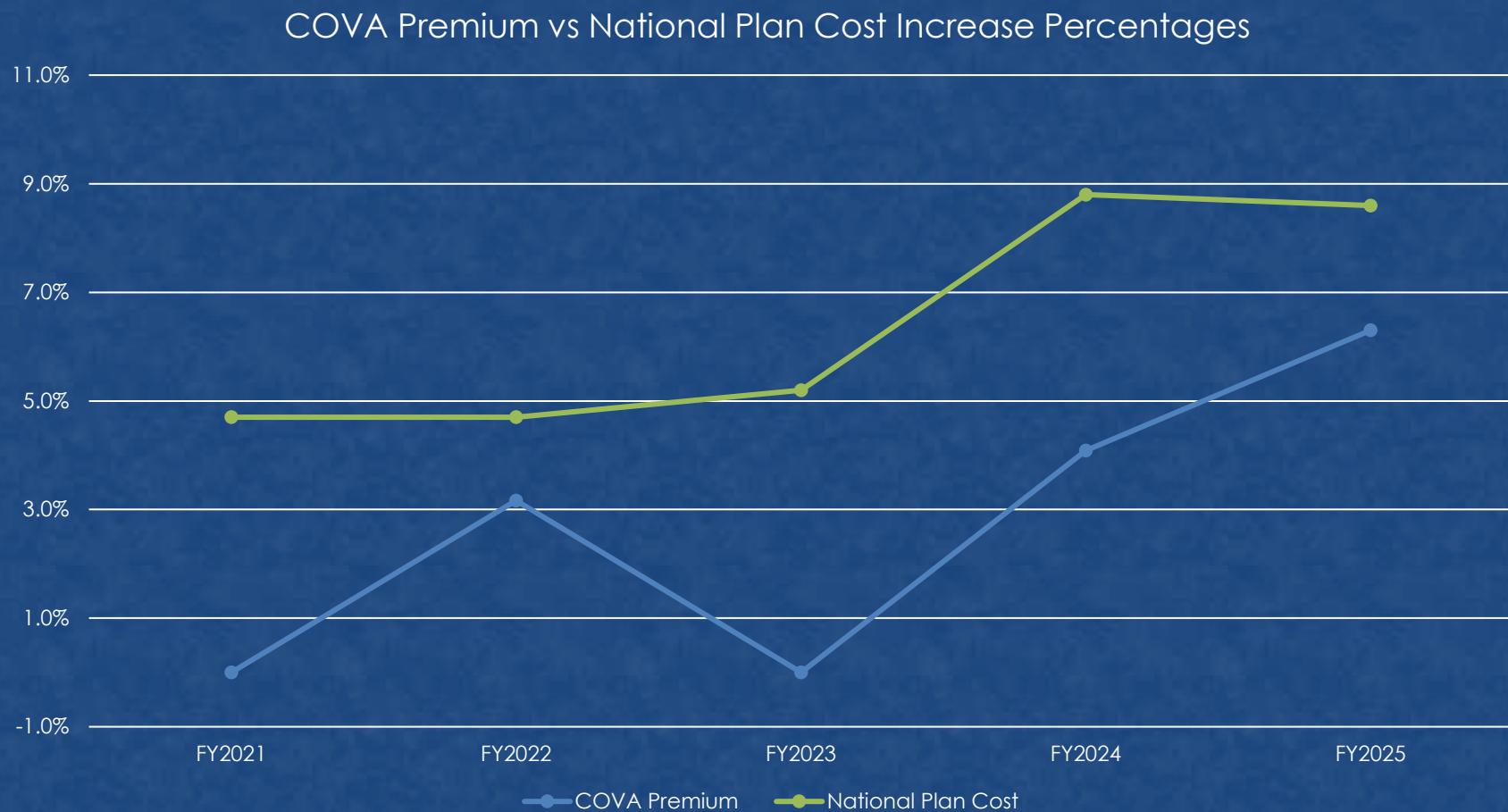
- Office of Health Benefits also manages:
 - The Local Choice (TLC) - A local government/political subdivision health plan that covers 85,000 participants (employees and dependents) has four plans available (two statewide/national and two regional); currently covering 374 entities
 - A Medicare retiree health plan that covers over 43,000 members
 - The Line of Duty Act (LODA) health program with 3,917 members
- In aggregate (state plan, Medicare retirees, TLC and LODA), these plans have total claims and administrative cost projected to be more than \$3.0 Billion in FY2027

HEALTH BENEFITS

- Open Enrollment - May 2025 – continued to utilize the online open enrollment system with 27,636 transactions processed online.
- FY25 the premiums increased by 6.3% for classified employees and non-Medicare retirees.
- Average premium increase of only 3.5% over the last 5 plan years which is well below the national average of 6.5%* over the last 5 plan years.

*Source: Aon Consulting

HEALTH INSURANCE PREMIUM INCREASES



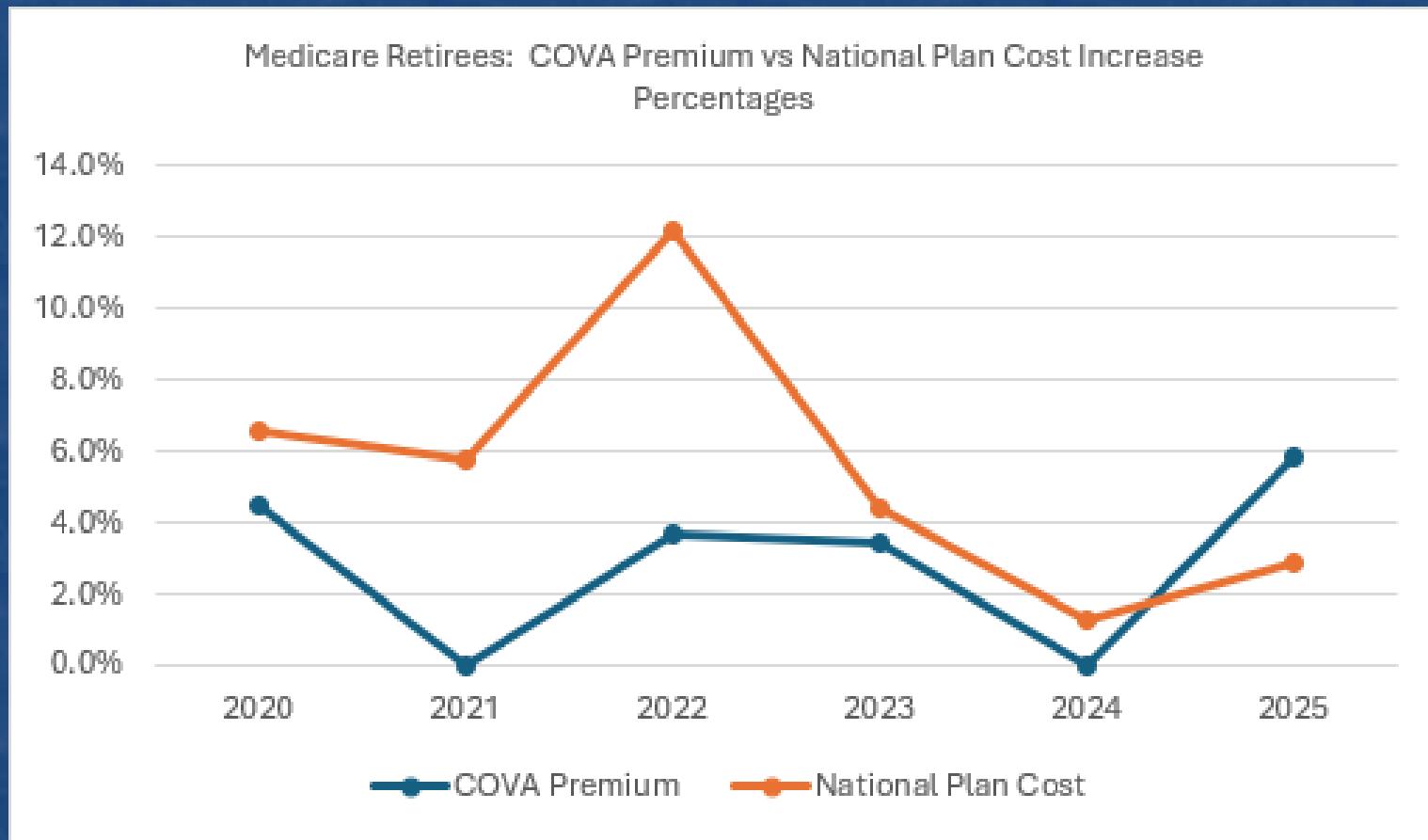
HEALTH BENEFITS – HIGHLIGHTS

- Formulary drug program effective 7/1/23
 - State health plan saves \$15 million annually
- Prescription drug rebates have increased by approximately \$150 million since 2019
- Successful marketing of self-insured medical and pharmacy offerings resulting in expected savings of \$20 million, in administrative fees, over the initial term of the contract, and expected rebates doubled from \$150 million to \$300 million

HEALTH BENEFITS - RETIREES

- Post 65 Medicare retirees received a 6.1% premium increase for 2025 which was driven by the enhanced Dental - Major Services coverage of 50% (previously was only 5%); requested by our retirees

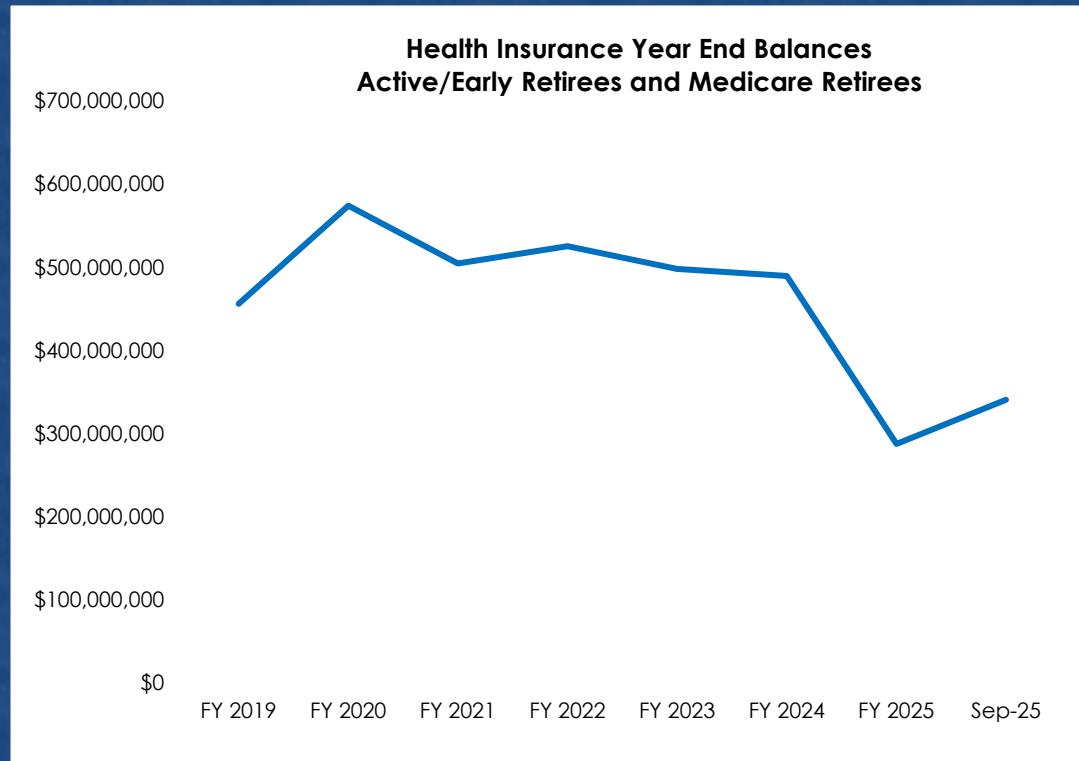
HEALTH BENEFITS - RETIREES



HEALTH BENEFITS HEALTH INSURANCE FUND

Active/Early Retirees
and Medicare Retirees
Plan Year and Current
Balances

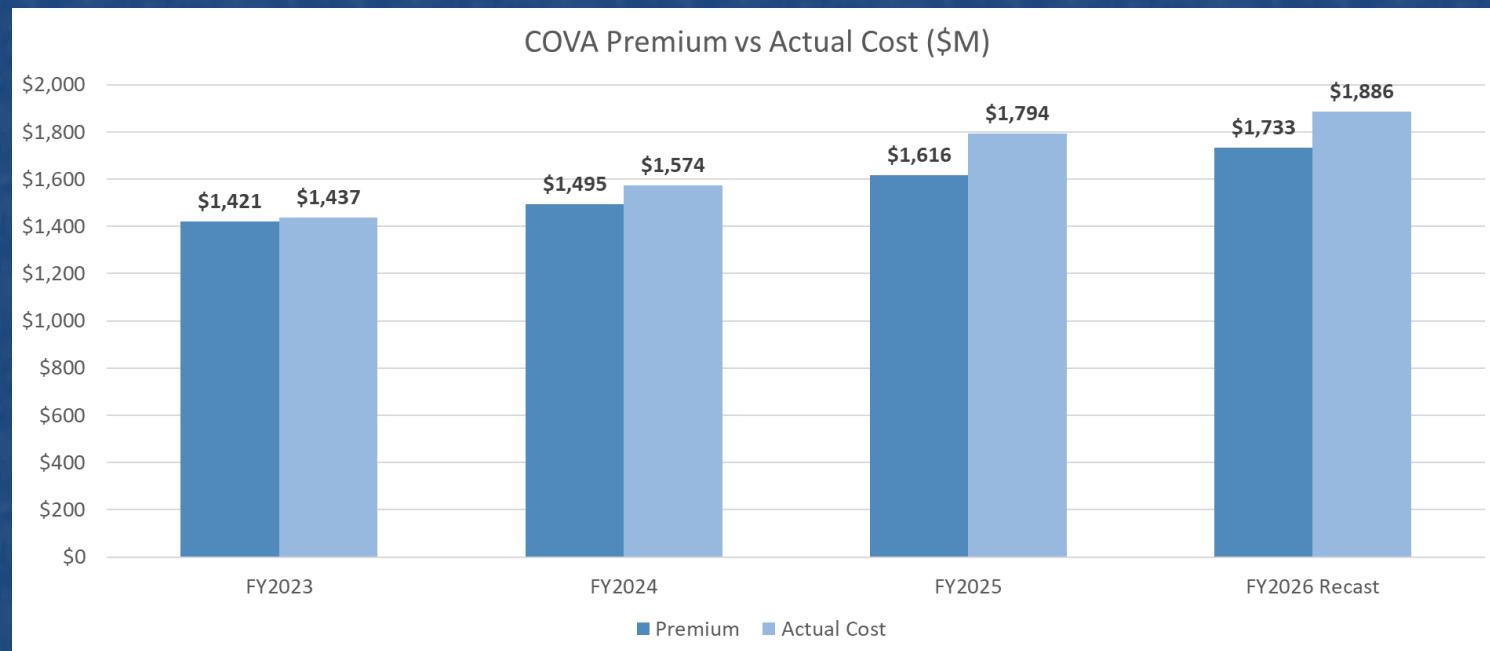
- FY 2019: \$456.5 million
- FY 2020: \$574.3 million
- FY 2021: \$505.0 million
- FY 2022: \$525.5 million
- FY 2023: \$498.2 million
- FY 2024: \$490.0 million
- FY 2025: \$287.9 million
- As of Sept 2025: \$341.1 million



HEALTH BENEFITS

COMPARISON OF PREMIUMS TO ACTUAL COSTS

COVA costs have increased at a higher rate than Premiums, due to actual experience and subsidization of premium increases from the HIF.



THE EFFECTS OF SUBSIDIZING RATES ON THE HEALTH INSURANCE FUND

- HIF Balance is projected to be \$47M at the end of FY2026 (June 30, 2026)
- Minimum targeted HIF balance of \$282M to pay the outstanding claims liability, as well as a contingency reserve to protect against shock claims and adverse experience
- The Commonwealth has utilized the HIF, in prior years, to subsidize premium increases and provide premium holidays

	COVA Care Basic Increase		HIF Subsidy
	Projected	Implemented	
FY2020		Premium Holiday	(\$120,000,000)
FY2021		Premium Holiday	(\$118,200,000)
FY2022	6.4%	3.2%	(\$47,300,000)
FY2023	6.0%	0.0%	(\$86,200,000)
FY2024	8.2%	4.1%	(\$53,900,000)
FY2025	9.6%	6.3%	(\$47,500,000)
FY2026	7.5%	6.0%	(\$24,600,000)

HEALTH BENEFITS

PHARMACY TRENDS INCREASING SUBSTANTIALLY

- Pharmacy costs increasing substantially, primarily due to:
 - GLP-1 utilization (both Type 2 Diabetes and weight loss) up from \$30 million to \$200 million
 - #1 drug is Wegovy at \$47 million followed by Zepbound at \$34 million (both are for weight loss)
 - Specialty drug utilization (nearly 50% of overall drug spend with less than 2% of the population utilizing these drugs)
 - Make up 5 of the top 10 drugs
 - #1 drug is Humira at \$40 million followed by Dupixent at \$24 million
- Note: Code of Virginia requires our health plan covers every FDA-approved drug
- The Trump Administration has introduced several initiatives to reduce prescription drug costs, though these changes appear primarily to impact state Medicaid and Medicare programs and the direct-to-consumer market (TrumpRx). The impact of changes are expected to be minimal for plan sponsors and group health plans; however, Aon will continue to monitor, and provide guidance, as additional details are released.

TOP 10 COST DRIVERS - PHARMACY

	Product Name	Net Pay Rx	# Scripts	# Patients	Days Supply	Net Paid Claims PMPM	Net Paid Per Day Supply	Net Paid Claims PMPM Trend
1	Wegovy	\$50,392,091	37,669	6,189	1,132,202	\$23.29	\$44.51	75%
2	Humira	\$41,543,306	3,768	845	137,509	\$19.20	\$302.11	(5%)
3	Zepbound	\$34,499,149	33,054	5,609	978,862	\$15.95	\$35.24	590%
4	Ozempic	\$33,970,262	27,610	6,350	1,073,344	\$15.70	\$31.65	25%
5	Dupixent	\$24,113,102	5,707	793	166,900	\$11.15	\$144.48	38%
6	Stelara	\$24,030,587	918	173	47,107	\$11.11	\$510.13	6%
7	Mounjaro	\$22,638,074	18,971	2,911	622,621	\$10.46	\$36.36	176%
8	Skyrizi	\$19,319,003	910	283	64,294	\$8.93	\$300.48	54%
9	Jardiance	\$14,770,729	12,338	2,973	784,366	\$6.83	\$18.83	23%
10	Enbrel	\$12,451,458	1,221	204	46,542	\$5.76	\$267.53	17%

Source: Merative Data Warehouse with paid data from July 2024 to June 2025

HOW WEIGHT LOSS GLP-1 SPEND IS AFFECTING THE PLAN

- For FY21, there were **5,484** claims for weight loss GLP-1s with total plan spend of **\$37.36M** before rebates
- For FY25, there were **107,254** claims for weight loss GLP-1s with total plan spend of **\$128.7M** before rebates
- For the time frame Q1 2024 to Q1 2025, the plan cost per member per month (pmpm) rose from \$15 pmpm to \$39 pmpm

Source: CarelonRx

TOP 10 COST DRIVERS - MEDICAL

	Condition	Net Pay	Patients	Per Patient Cost	Annual Increase		
					Net Pay Med	# of Pats	PMPM
1	Cancer	\$79,989,414	11,647	\$6,868	1.6%	1.7%	(0.5%)
2	Mental Health	\$78,929,121	60,758	\$1,299	24.3%	13.4%	21.7%
3	Infections	\$74,542,853	149,445	\$499	5.8%	(1.2%)	3.6%
4	Spinal/Back Disorders	\$49,803,189	29,872	\$1,667	24.0%	6.9%	21.4%
5	Pregnancy	\$43,032,384	5,560	\$7,740	12.7%	3.3%	10.3%
6	Gastrointestinal Disorders	\$40,733,871	32,654	\$1,247	5.0%	6.7%	2.8%
7	Chemotherapy Encounters	\$40,554,836	588	\$68,971	(5.0%)	1.7%	(7.0%)
8	Osteoarthritis	\$38,419,121	12,329	\$3,116	19.8%	6.4%	17.2%
9	Arthropathies/Joint Disorders						
	NEC	\$33,175,014	36,918	\$899	12.2%	6.6%	9.8%
10	Injury	\$28,209,246	23,008	\$1,226	21.5%	7.7%	18.9%

Source: Merative Data Warehouse with paid data from July 2024 to June 2025

AON'S PROJECTION FOR FY27 VERSUS PROPOSED BUDGET

Aon Consulting's rating projections for FY27 for actives, COBRA and pre-65 retirees, utilizing expected trend assumptions, is calling for a 19.9% increase to rates

Governor Youngkin's budget proposed a 13% increase, a 6.9% deficit to expected rates, with the addition of modest plan design changes intended to offset the projected increases:

- Implementation of a Pharmacy deductible of \$150
- Require the use of biosimilars, where available, for specialty drugs
- Partner with Eli Lilly for lower cost GLP-1s for weight loss

*Additional plan design options available to further offset premiums

KEY INITIATIVES

KEY INITIATIVES - COMPLETED

- Developed HR Dashboard and enhanced tools to support agency reporting needs
- Revamped the Performance Management process:
 - Automated
 - New competency-based model
 - Updated rankings and nomenclature
- Held first-ever HR Innovation Symposium

KEY INITIATIVES - UPCOMING

- Conduct a statewide employee engagement survey
- Compensation Modernization
- Work with agencies to develop additional safety committees
- Enhance statewide employee training and development

APPENDIX

ADDITIONAL INFORMATION

CLASSIFIED STATE WORKFORCE TOP TEN AGENCIES & JOB ROLES

69% of classified workforce in ten agencies

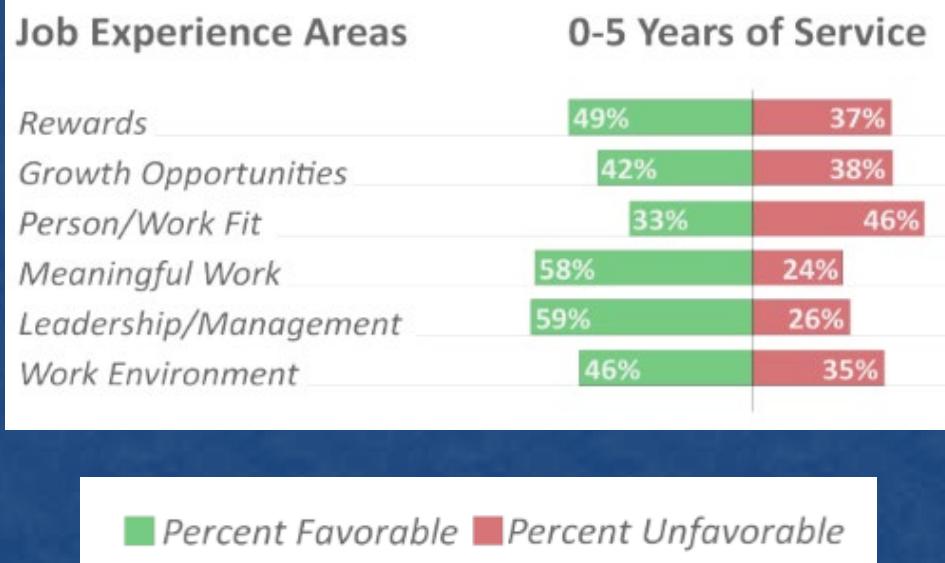
Agency	# Employees
1. Department of Corrections	10,386
2. Department of Transportation	7,405
3. Department of Behavioral Health & Development Services	5,667
4. Virginia Community College System	3,381
5. Virginia Department of Health	3,163
6. Virginia State Police	2,760
7. George Mason University	2,040
8. Department of Motor Vehicles	1,943
9. Old Dominion University	1,632
10. Department of Social Services	1,584

38% of classified workforce in 10 roles

Job Role	# Employees
1. Admin and Office Spec III	5,282
2. Security Officer III	3,950
3. Transportation Operator II	2,232
4. Direct Service Associate III	2,149
5. Prog Admin Specialist II	1,793
6. Prog Admin Specialist I	1,708
7. Security Officer IV	1,391
8. Probation Officer I	1,245
9. Info Technology Specialist II	1,167
10. Financial Services Spec I	1,167

CLASSIFIED WORKFORCE DATA - EXIT SURVEY FEEDBACK

Commonwealth of Virginia Exit Survey Job Experience Percent Favorable and Unfavorable by Category and Comments

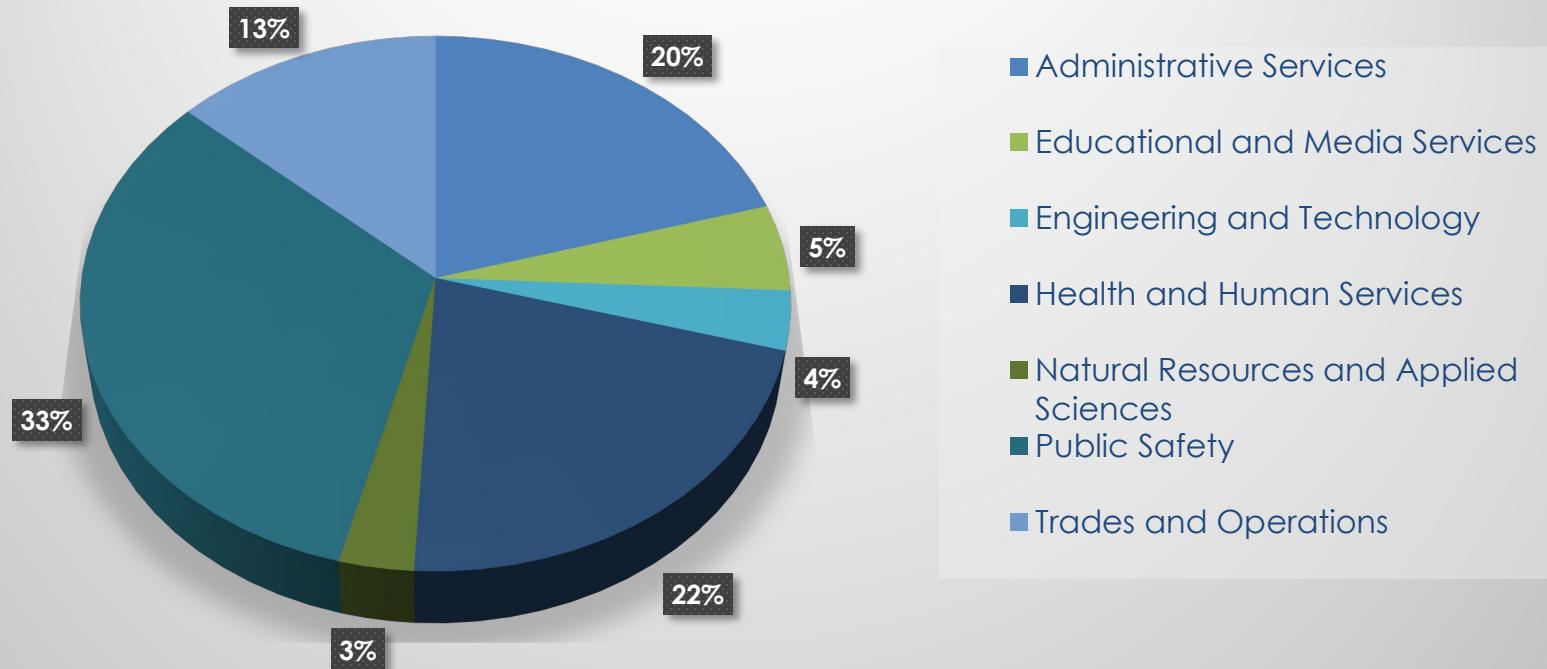


- Turnover for those with less than 5 years of service continues to be an area of concern.
- The top three areas with unfavorable feedback on exit interviews:
 - Person/Work Fit
 - Growth Opportunities
 - Rewards

CLASSIFIED WORKFORCE DATA - TURNOVER

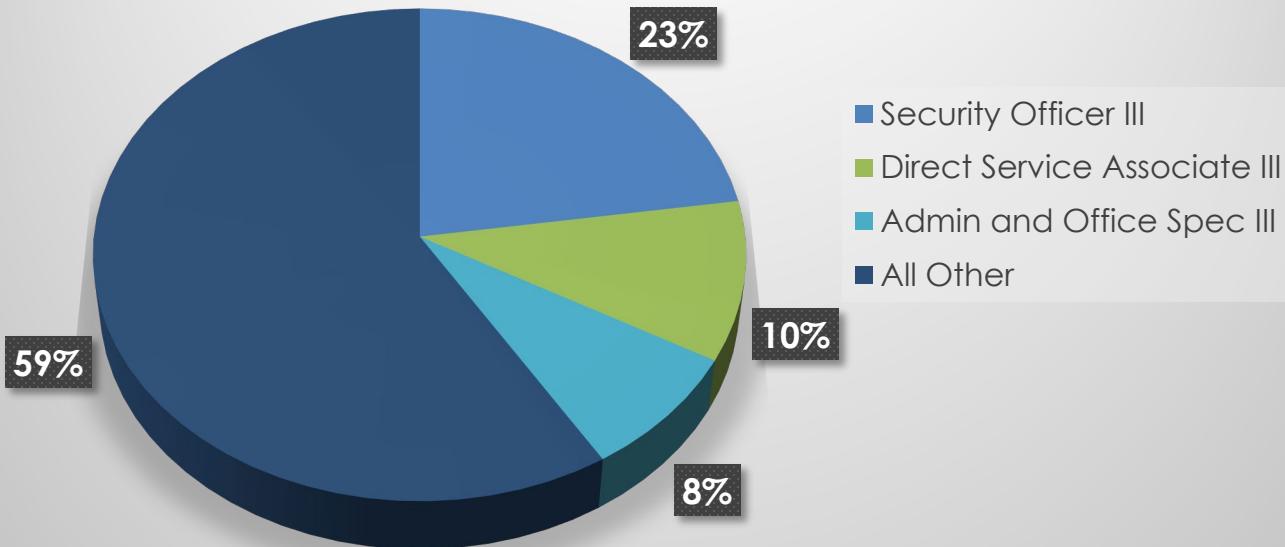
Total Classified Employee Turnover: 12.8%

Percentage of Total Classified Employee Turnover by Job Family



CLASSIFIED WORKFORCE DATA - MOST TURNOVER BY ROLE

Three Roles Make Up 41% of Total Turnover



- Top three roles are consistent in both role title and % with FY 24.

CLASSIFIED WORKFORCE DATA - HISTORICAL TURNOVER AND VACANCY RATES

	FY25	FY24	FY23	FY22	FY21	FY20	FY19	FY18	FY17	FY16	FY15	FY14	FY13	FY12
Turnover	12.8%	14.4%	12.4%	13.9%	15.6%	16.8%	15.4%	14.5%	14.5%	14.1%	13.2%	11.5%	10.9%	10.8%
Vacancy Rate	13.0%	22.4%	19.7%	21.0%	11.0%	10.6%	12.5%	13.5%	12.5%	12.7%	13.9%	11.5%	11.0%	10.3%

- New HRIS (Cardinal HCM) implemented during FY22-FY23.

CLASSIFIED STATE WORKFORCE ROLES WITH HIGHEST RESIGNATIONS

Roles with >= 50 Voluntary Resignations in FY25	Resignations	Resignation Rate
Security Officer III	1,071	27%
Admin and Office Spec III	430	8%
Direct Service Associate III	411	19%
Hsekeep &/or Apparel Worker I	177	18%
Transportation Operator II	144	6%
Security Officer IV	141	10%
Prog Admin Specialist I	127	7%
RN II/Nurse Prct I/Phy Asst	126	14%
Probation Officer I	119	10%
Licensed Practical Nurse	97	21%
Prog Admin Specialist II	89	5%

CLASSIFIED STATE WORKFORCE ROLES WITH HIGHEST RESIGNATIONS (CONTD.)

Roles with >= 50 Voluntary Resignations in FY25	Resignations	Resignation Rate
Admin and Office Spec II	88	8%
Education Support Spec III	84	8%
Direct Service Associate II	83	14%
Counselor II	82	10%
Registered Nurse I	78	19%
Law Enforcement Officer II	71	7%
Education Support Spec II	57	9%
Financial Services Spec I	55	5%
Gen Admin Supv I/Coord I	53	5%
Food Service Technician III	50	22%

CLASSIFIED COMPENSATION AS OF 6/30/25

STATEWIDE SALARIES & PAY BANDS

- **Lowest Paid**
 - \$22,130 Annually
 - 1 Admin and Office Spec II
 - \$22,804 Annually
 - 1 Admin and Office Spec II
 - \$26,000 Annually
 - 1 Hsekeep &/or Apparel Worker I
- **Highest Paid**
 - \$447,178 Annually
 - Physician Manager II at DOI
- **Modal Band** is Pay Band 4
- **Federal minimum wage**
 - \$7.25 per hour
 - \$15,080 annually
- **Virginia State minimum wage**
 - \$12.41 per hour
 - \$25,813 annually

Bands	Range			Employees	
	Minimum	SW Maximum	NOVA Maximum	Number	Percent
1	\$28,360	\$65,631	\$82,460	1,354	2.3%
2	\$30,511	\$80,875	\$102,278	4,605	7.9%
3	\$33,828	\$93,557	\$118,766	16,418	28.2%
4	\$44,192	\$117,360	\$149,707	16,787	28.9%
5	\$57,733	\$148,455	\$190,130	13,272	22.8%
6	\$75,423	\$189,075	\$242,940	4,770	8.2%
7	\$98,535	\$242,152	\$288,676	694	1.2%
8	\$128,721	\$311,485	\$371,875	222	0.4%
9	\$168,166	MARKET	MARKET	17	0.0%

STATE SALARIES	MEAN	MEDIAN	1ST QUARTILE	3RD QUARTILE	LOWEST	HIGHEST	COUNT
All Pay Areas	\$72,555	\$63,712	\$50,241	\$85,825	\$22,130	\$447,178	58,143
NOVA Pay Area (FP)	\$83,397	\$75,748	\$62,492	\$95,857	\$26,587	\$367,911	5,565
Statewide Pay Area (SW)	\$71,407	\$62,184	\$49,897	\$84,718	\$22,130	\$447,178	52,578

COMPETITIVE USE OF ALTERNATIVE PAY BANDS

Parent Agency	Role Code	Role Title	Average Sal.
Department of Behavioral Health & Development Services (DBHDS)	49152	Physician II	\$345,111
	49153	Physician Manager I	\$317,879
	49133	Pharmacy Manager	\$185,305
	49113	RN II/Nurse Prct I/Phy Asst	\$162,926
	49114	RN III/Nurse Prct II	\$173,449
			<i>subtotal</i>
Department of Corrections (DOC)	49031	Denist I	\$182,125
	49133	Pharmacy Manager	\$193,463
	49152	Physician II	\$315,049
	49153	Physician Manager I	\$303,850
			<i>subtotal</i>
Virginia Department of Health (VDH)	49152	Physician II	\$335,457
			<i>subtotal</i>
Virginia Department of Transportation (VDOT)	79193	Watercraft Operations Mgr I	\$118,245
			<i>subtotal</i>
Virginia State Police (VSP)	69073	Law Enforcement Officer III	\$148,630
	69074	Law Enforcement Manager I	\$139,062
			<i>subtotal</i>
Total (all agencies)			

TARGETED SALARY INCREASES IN FY22

- Direct Care Staff roles to 50% of benchmark

DBHDS

6400
Staff

- Correctional Officer starting pay to \$42,000 and base pay increase by rank and years of service
- Probation and Parole \$3,000 increase to base pay

DOC

4102
Staff

- Sworn Officers starting pay increase up to \$51,500 (\$64,383 in Northern VA)
- Sworn Officer base pay increase by rank and years of service

VSP

1838
Staff

*Salary compression increases for specific employees at DGS Consolidated Lab Service and mail service staff; VDACS veterinary staff; DVS Appeals Attorneys, and Environmental Specialists

CLASSIFIED STATE WORKFORCE TELEWORK

	FY24 Count	FY24 Percentage	FY25 Count	FY25 Percentage
Total Classified Employees	57258		58809	
Total Classified Eligible to Telework	25147	44%	27684	47%
Total Eligible Classified Employees Teleworking	16062	64%	11856	43%

HUMAN RESOURCE SYSTEMS

HR TECHNOLOGY IMPROVEMENTS

HR INFORMATION TECHNOLOGY INVESTMENTS

- Automated Processes (completed):
 - PageUp Performance Management
 - COVApp Pay Action Worksheet
- Exploring options for Onboarding processes, to include reviewing Cardinal and PageUP Recruitment Management System for capabilities and cost, and considering other potential sources
- Data warehouse upgrade
- Disaster recovery

WORKERS' COMPENSATION

WORKERS' COMPENSATION

FY25 Office of Workers' Compensation Summary

Total Claims FY25: 6,334

Open Claims: 2,722
Open Indemnity Claims: 1,829
Open Medical Claims: 893

Reserves FY25

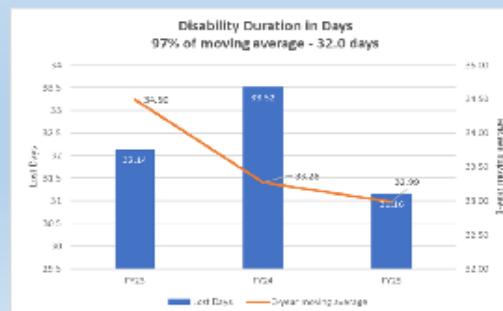
Medical: \$277,986,963.68
Indemnity: \$44,565,976.69
Expense: \$6,562,937.21

Payments FY25

Medical: \$37,349,793.49
Indemnity: \$18,888,575.45
Expense: \$1,258,109.06
Total: \$57,496,478.00

Recommended Premiums

FY25 - \$61,838,613
FY26 - \$66,393,233
FY27 - \$72,821,514
FY28 - \$73,528,781



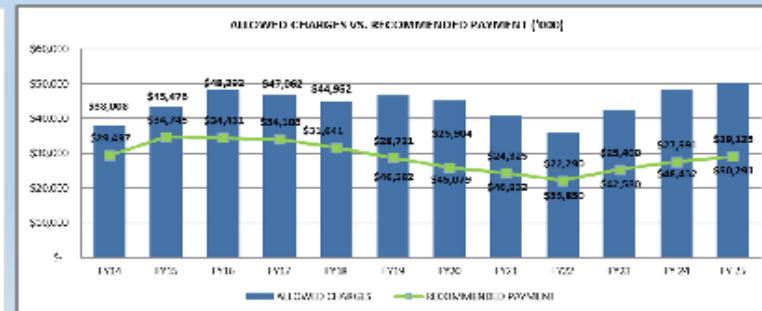
Payment Trends

Checks Paid FY23	#Checks	Check Amount
Expense	2,342	\$1,087,142.17
Indemnity	10,335	\$15,600,703.24
Medical	49,734	\$31,231,086.92
Total:	61,932	\$47,902,930.33

Checks Paid FY24	#Checks	Check Amount
Expense	1,988	\$907,981.00
Indemnity	10,675	\$15,901,602.94
Medical	41,195	\$33,569,176.51
Total:	53,719	\$50,461,760.45

Checks Paid FY25	#Checks	Check Amount
Expense	2,374	\$1,268,109.00
Indemnity	11,771	\$18,685,575.40
Medical	44,872	\$32,349,793.49
Total:	58,017	\$57,496,478.00

Note: total spend increased 13.9% compared to FY24.



QUESTIONS

