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Welcome to the inaugural edition of Work Life by the Numbers that provides quick insight into the City’s workforce for 2019. Employees are at the heart of everything we do. So, we wanted to share a little more about them and what we provide to them. It’s the story of us.

We hope these metrics are meaningful for current employees and for potential ones who want to know what we’re all about. Human Resources is privileged to be in each employee’s City work story from page one to the last chapter.

We look forward to continuing and enhancing this story with all of you.

Sincerely,

REGINA S. HILLIARD
Director of Human Resources
The City of Virginia Beach Human Resources Department's mission is to facilitate the recruitment, retention, and development of a sustainable quality workforce and its alignment with the City's strategy.

Human Resources administers various programs, through traditional and non-traditional means, to enhance the work environment of our most valued resource, our employees. These programs include employee selection, learning and development, compensation and benefits, employee relations, member communications, occupational health, environmental and safety management and HR technology. Programs and services are provided to a workforce of around 7,400 full-time and part-time employees who are responsible for providing government services to our citizens and to one another.
**RECRUITMENT**

**Recruitment Percentage**
Full-Time Employees: Internal & External Hires

- Internal: 307 (35.6%)
- External: 555 (64.4%)

**Internal Hires**
- Promotion
- Transfer

**External Hires**
- New Hire
- Reemployment
- Reinstatement

**Average Days from a Job Offer to the First Day:** 23

**Average Days from a Job Posting to a Job Offer:** 145

**Applications Received:** 54,089
CONTINUOUS CITY TENURE
(Distribution of Full-time Employees’ Years of Service)

10.8 YEARS
AVERAGE TENURE FOR FULL-TIME EMPLOYEES

10%
PERCENTAGE OF FULL-TIME EMPLOYEES THAT ARE VETERANS
DEMOGRAPHICS
(Full-Time & Part-Time)

Race & Ethnicity

- White: 4,614 (62.5%)
- Black or African American: 1,979 (26.8%)
- Asian: 237 (2.8%)
- Hispanic or Latino of any race: 249 (3.4%)
- Native Hawaiian or other Pacific: 20 (0.3%)
- Two or More Races: 210 (3.2%)
- American Indian or Alaskan Native: 24 (0.6%)
- Undisclosed: 44 (0.3%)

52% Male
48% Female
45 Average Age
JOB ADVANCEMENT

307 Promotions

763 Non-Competitive (Career Progressions)

1,070 TOTAL JOB ADVANCEMENTS
$56,959
Average Full-Time Salary
Percentage of full-time employees whose salaries fall within that quartile of their pay range.
ENHANCED LEAVE BENEFITS

**LEAVE DONATIONS**

- 190
- 75%
- 29

Of leave applications approved in 2019

**MATERNITY/PARENTAL LEAVE CASES**

- 35 birthing parent
- 66 non-birthing parent
- 85 care of a parent
As one of the City’s values, we place emphasis and encourage everyone to embrace lifelong learning throughout their employment. Whether it is online, classroom, formal education, safety or department-specific, all add value and help the workforce to be strong and well-educated to provide the best services and support to the organization and our citizens.
TUITION REIMBURSEMENT

$76,479  $107,740  $67,143

FALL  SPRING  SUMMER

$251,000+
TOTAL REIMBURSEMENT
BEACHNET COMMUNICATIONS

BECAUSE YOU ASKED (BYA) BLOG

561,340
BYA PAGEVIEWS
(HIGHEST ON BEACHNET)

143,813
MEMBER CATEGORIES PAGEVIEWS
(SECOND HIGHEST ON BEACHNET)

Note: Member Categories includes training, job descriptions, member discounts, performance management, etc.

797
BYA QUESTIONS SUBMITTED

519
COMMENTS SUBMITTED
TO THESE QUESTIONS
HEALTH SERVICES

MEDICAL EXAMS & NURSING SERVICES

15,087 services performed
### Employee Turnover by Years of City Service

(Full-Time Positions Only, Excluding Retirements)

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Turnover (# of FTEs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1</td>
<td>75</td>
</tr>
<tr>
<td>1 but less than 3</td>
<td>151</td>
</tr>
<tr>
<td>3 but less than 5</td>
<td>72</td>
</tr>
<tr>
<td>5 but less than 7</td>
<td>42</td>
</tr>
<tr>
<td>7 but less than 10</td>
<td>29</td>
</tr>
<tr>
<td>10+</td>
<td>56</td>
</tr>
<tr>
<td>Total</td>
<td>425</td>
</tr>
</tbody>
</table>

### Turnover Rates

- **Without Retirement:** 8.1%
- **With Retirement:** 11.7%
BUILDING A QUALITY WORKFORCE
ONE MEMBER AT A TIME.