

WORK LIFE BY THE NUMBERS

2019

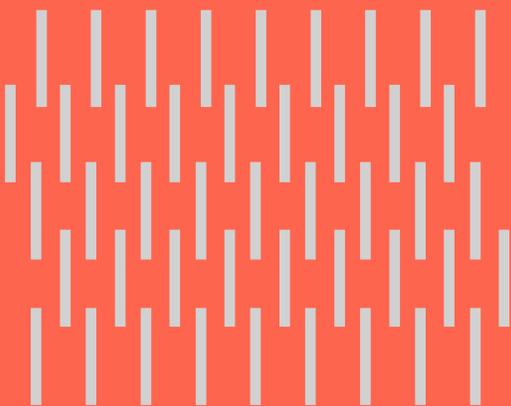


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MESSAGE FROM THE DIRECTOR OF HUMAN RESOURCES



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,

A handwritten signature in blue ink that reads "R. Hilliard".

REGINA S. HILLIARD

Director of Human Resources



HUMAN RESOURCES MISSION

1. RECRUITMENT
2. RETENTION
3. DEVELOPMENT



HR'S PART OF THE STORY

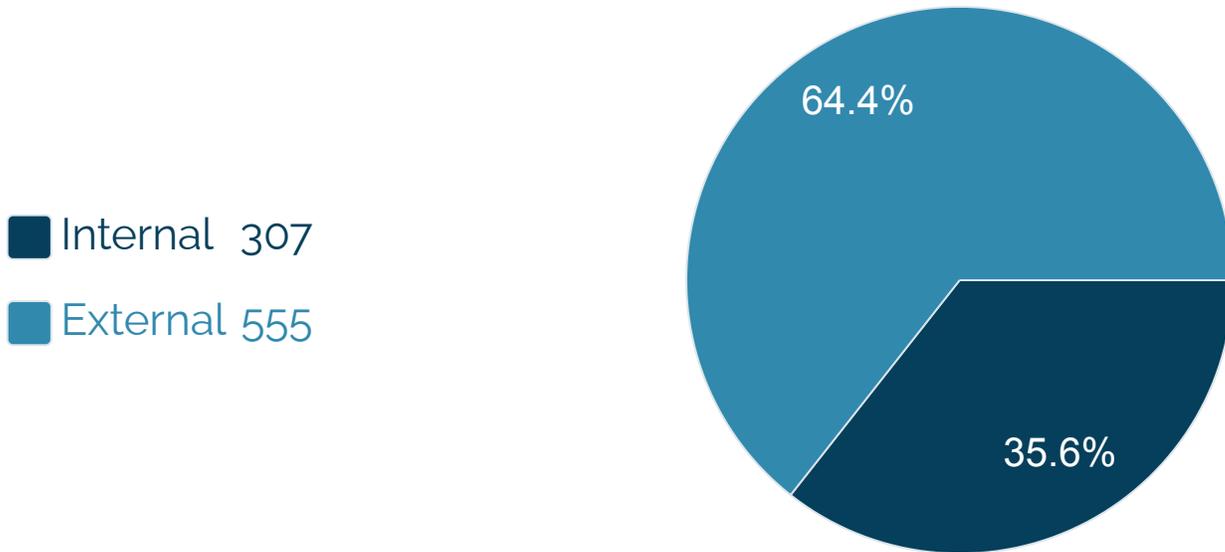
The City of Virginia Beach Human Resources Department's mission is to facilitate the recruitment, retention, and development of a sustainable quality workforce and its alignment with the City's strategy.

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 Hires

Promotion
Transfer

External Hires

New Hire
Reemployment
Reinstatement

23 

AVERAGE DAYS FROM A JOB OFFER TO THE FIRST DAY

145 

AVERAGE DAYS FROM A JOB POSTING TO A JOB OFFER

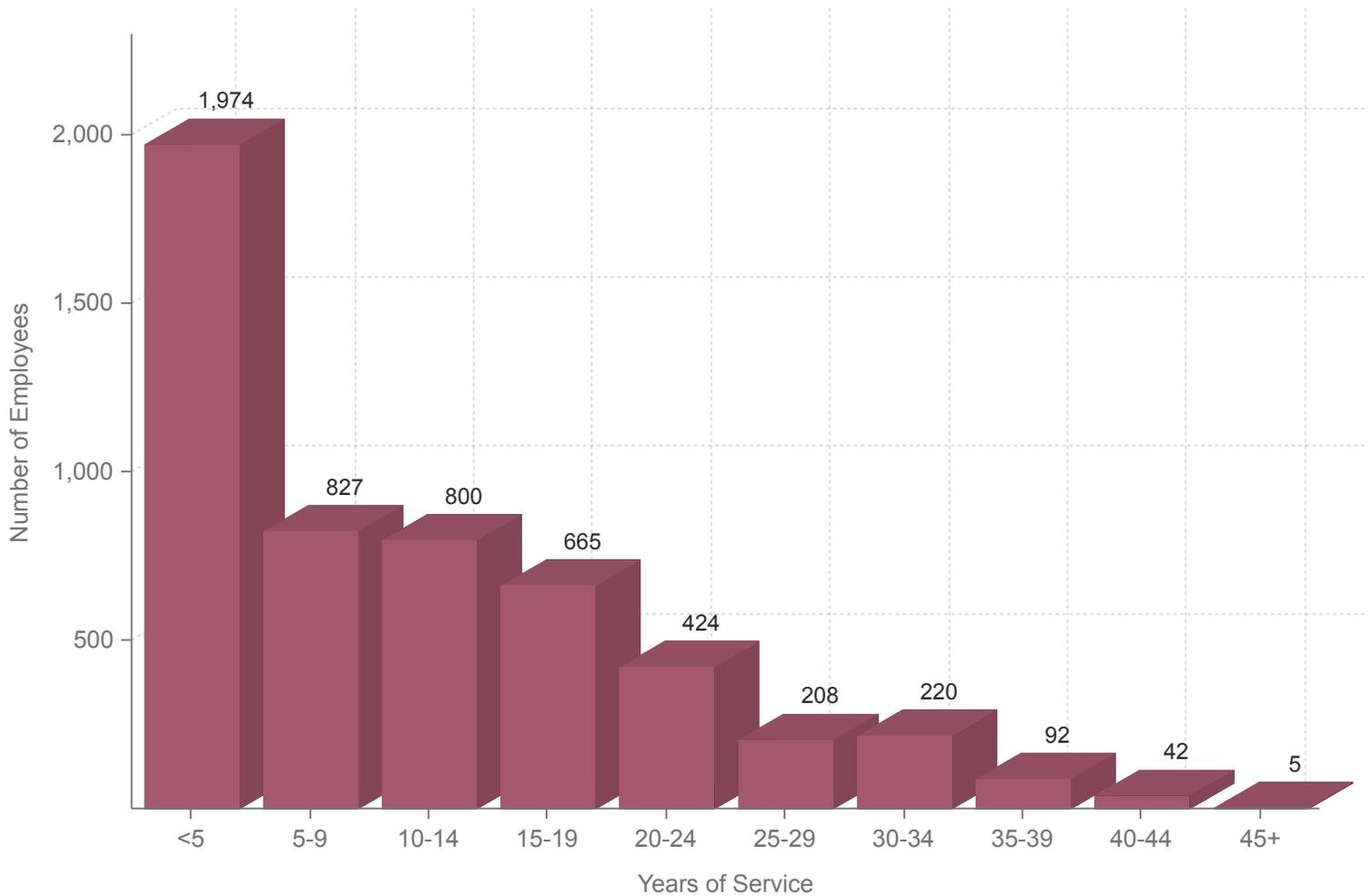
54,089 

APPLICATIONS RECEIVED

WORKFORCE

CONTINUOUS CITY TENURE

(Distribution of Full-time Employees' Years of Service)



10.8 YEARS

AVERAGE TENURE FOR
FULL-TIME EMPLOYEES



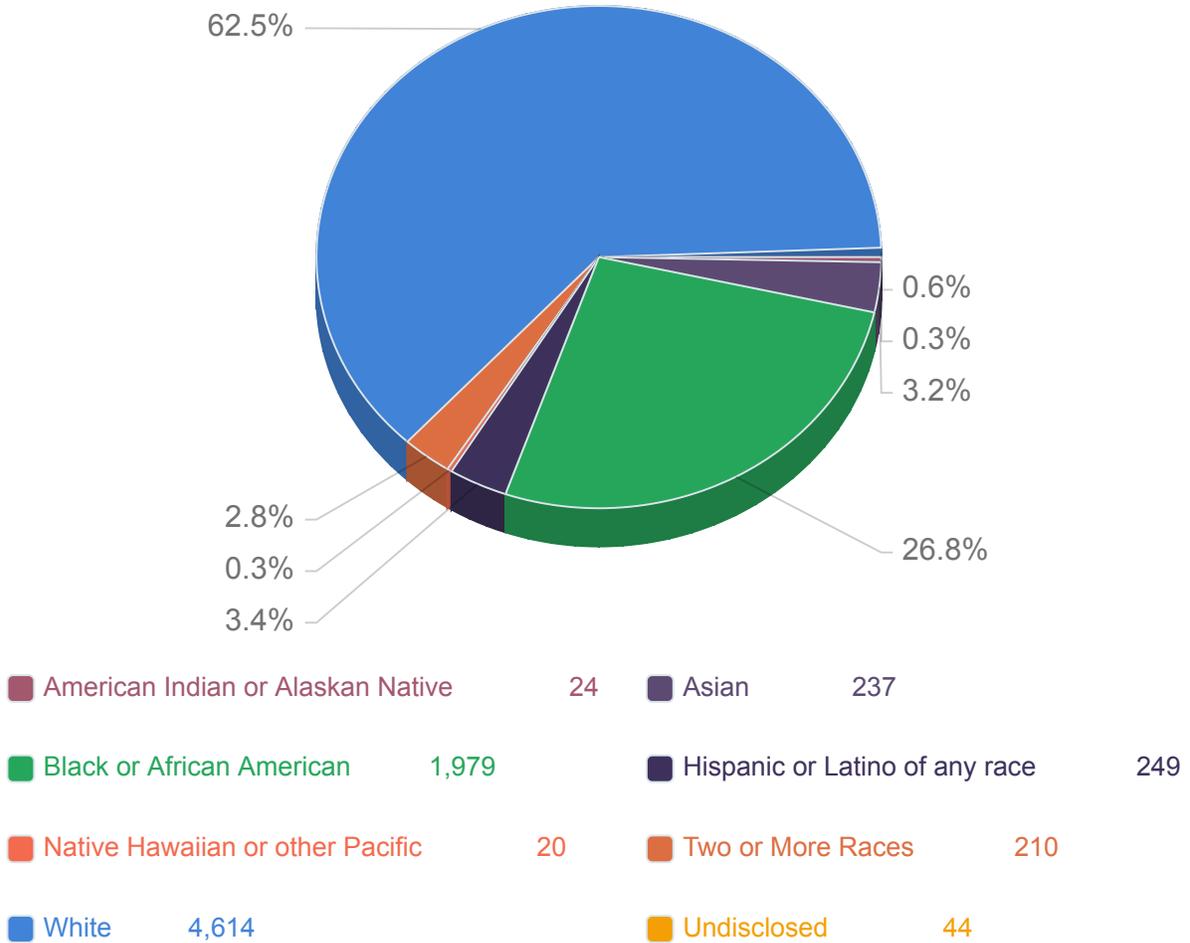
10%

PERCENTAGE OF FULL-TIME
EMPLOYEES THAT ARE VETERANS



DEMOGRAPHICS (Full-Time & Part-Time)

Race & Ethnicity



48%

Female



52%

Male



45

Average Age



JOB ADVANCEMENT



307

Promotions



763

Non-Competitive
(Career Progressions)

1,070



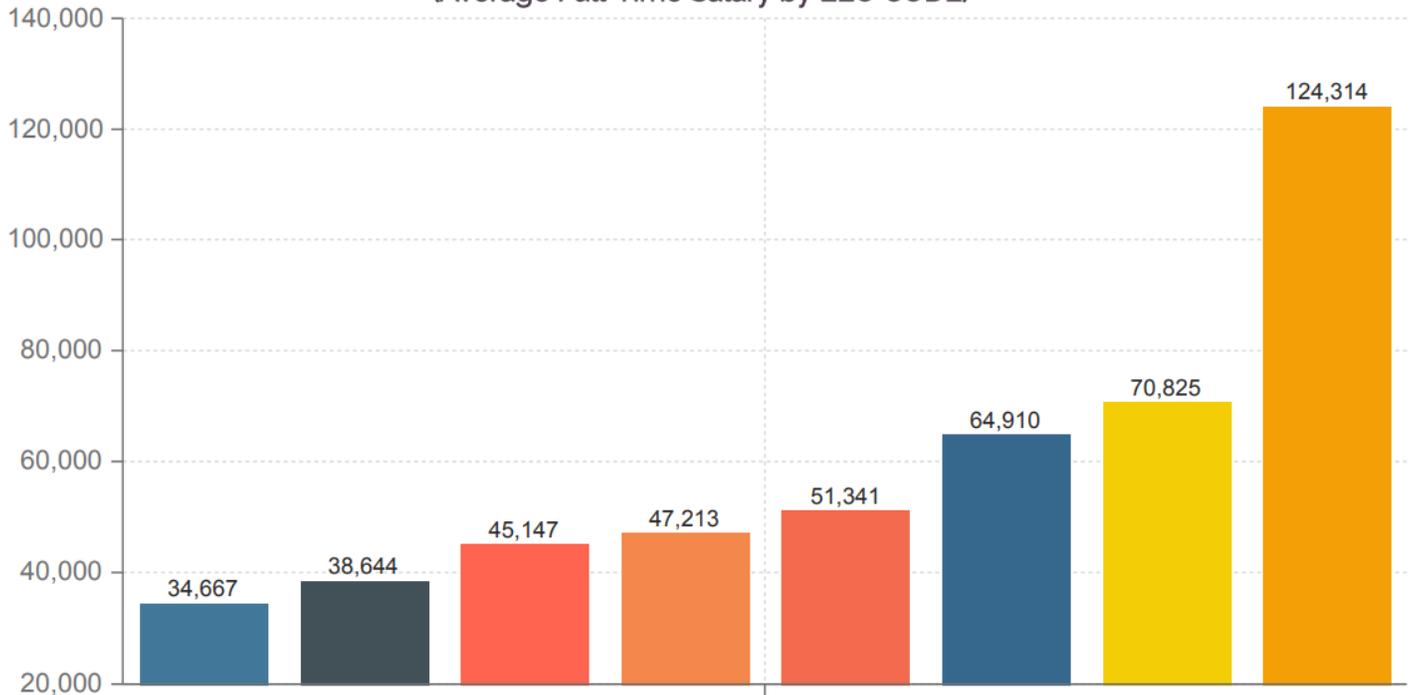
TOTAL JOB ADVANCEMENTS



COMPENSATION

AVERAGE COMPENSATION

(Average Full-Time Salary by EEO CODE)



- Service/Maintenance
- Administrative Support
- Para-Professional
- Skilled Craft
- Technicians
- Protective Services
- Professional
- Official/Administrator

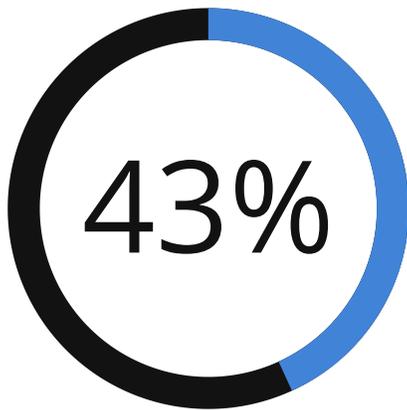
\$56,959

Average Full-Time Salary

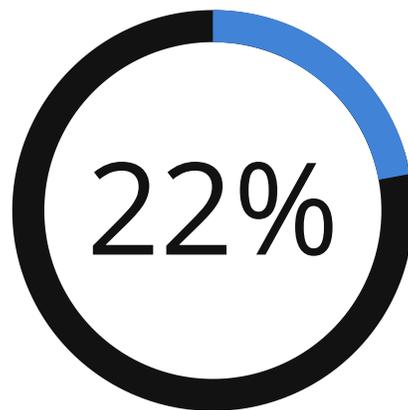


PAY QUARTILES

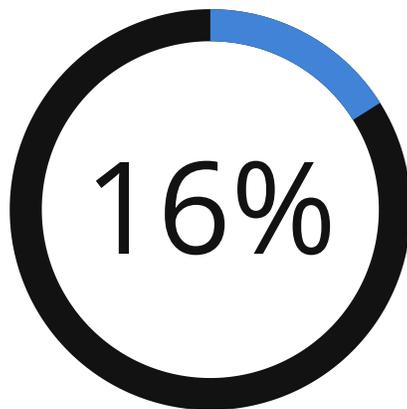
1st Quartile



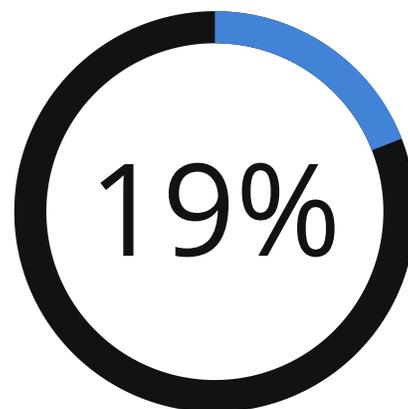
2nd Quartile



3rd Quartile



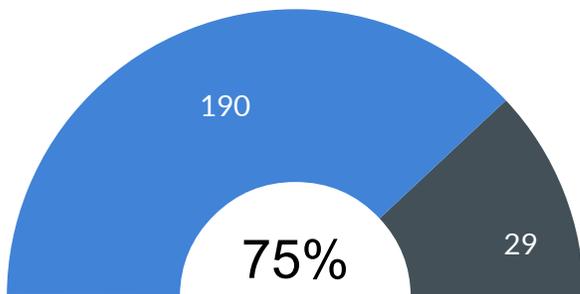
4th Quartile



Percentage of full-time employees whose salaries fall within that quartile of their pay range.

ENHANCED LEAVE BENEFITS

LEAVE DONATIONS



75%
OF LEAVE APPLICATIONS
APPROVED IN 2019

MATERNITY/PARENTAL LEAVE CASES



35
BIRTHING PARENT



66
NON-BIRTHING PARENT

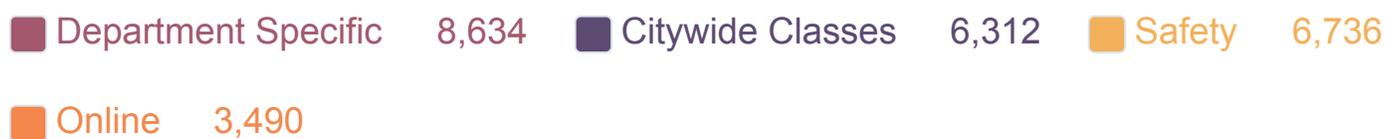
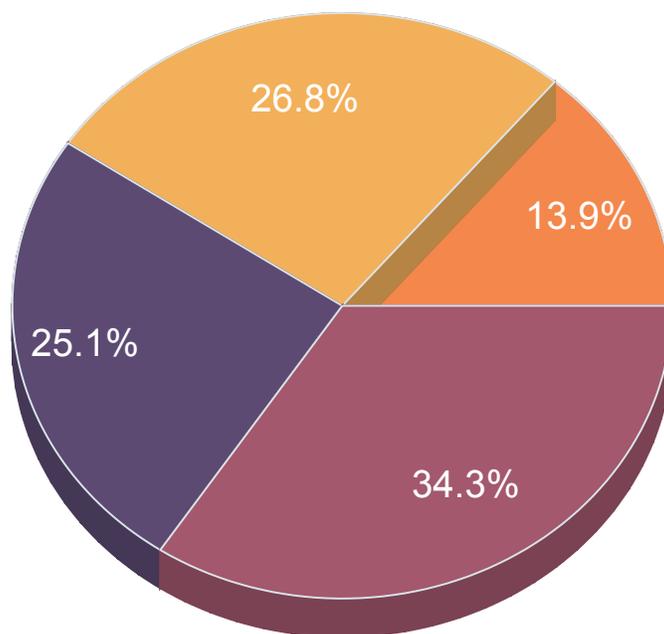


85
CARE OF A PARENT



LIFELONG LEARNING

ENROLLMENTS FOR TRAINING



EXAMPLES

Department Specific: Food Protection Certification and Adobe Indesign CS6 Intermediate

Citywide Classes: New Member Orientation, Ethics Training and Workplace Harassment

Safety: Respiratory Protection and Ergonomics

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



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

797 

BYA QUESTIONS SUBMITTED

519 

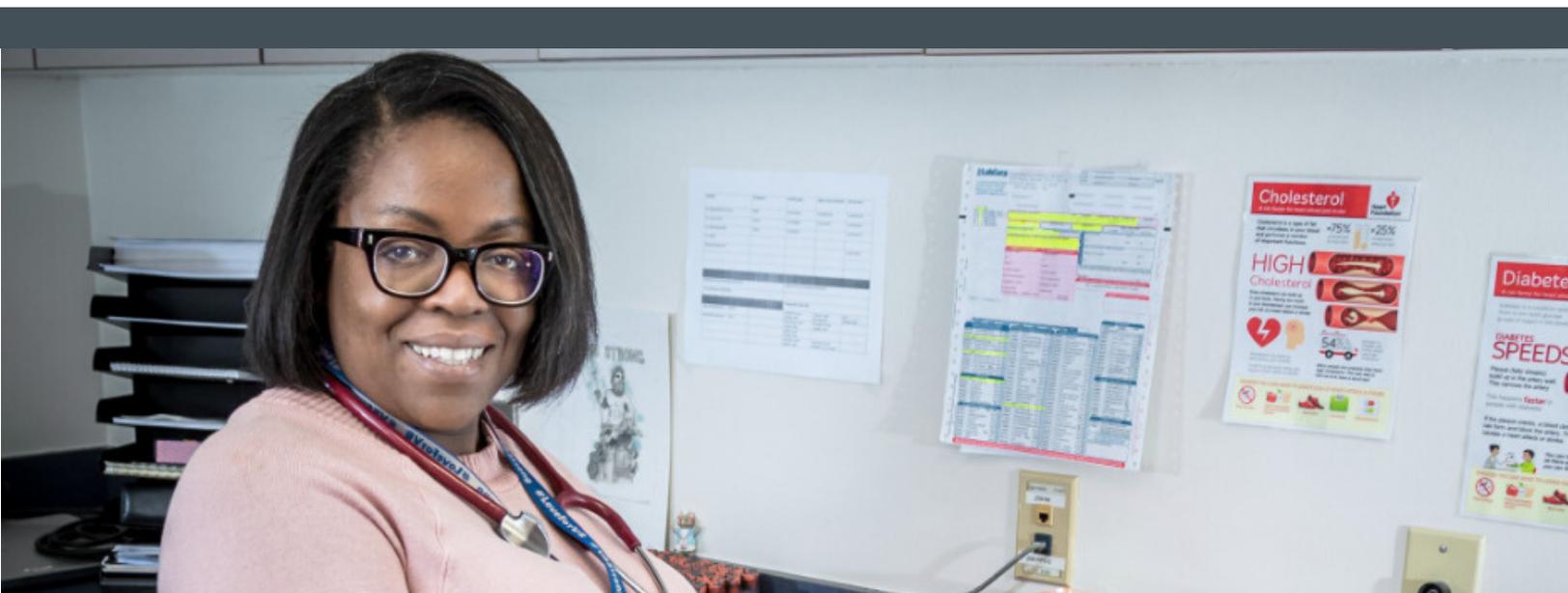
COMMENTS SUBMITTED
TO THESE QUESTIONS

HEALTH SERVICES



MEDICAL EXAMS & NURSING SERVICES

15,087 services performed



OVERALL TURNOVER

Employee Turnover by Years of City Service

(Full-Time Positions Only, Excluding Retirements)

Years of Service	Turnover (# of FTEs)
Less than 1	75
1 but less than 3	151
3 but less than 5	72
5 but less than 7	42
7 but less than 10	29
10+	56
Total	425

TURNOVER RATES

8.1%

WITHOUT RETIREMENT

11.7%

WITH RETIREMENT



**BUILDING A QUALITY
WORKFORCE
ONE MEMBER AT A TIME.**

