

2022 Work Life by the Numbers



CITY OF VIRGINIA BEACH
**Human
Resources**



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HR'S PART OF THE STORY



The Human Resources Department is dedicated to the attraction, retention, and development of a well-equipped and productive workforce. Our mission facilitates the recruitment and retention of highly qualified and innovative problem solvers, delivers programming to sustain and encourage lifelong learning, establishes equitable policies and procedures, and fosters a safe and healthy work environment.

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, occupational health, 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.

We are committed to hiring and maintaining a well-qualified, diverse workforce. This is accomplished through fair, inclusive, and consistent hiring practices, established learning and development initiatives, growth and promotional opportunities, and effective performance metrics. We work hard to ensure a fair and inclusive workplace and believe that these values enhance our ability to meet the needs of Virginia Beach visitors and citizens.



HUMAN RESOURCES MISSION

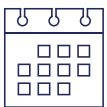
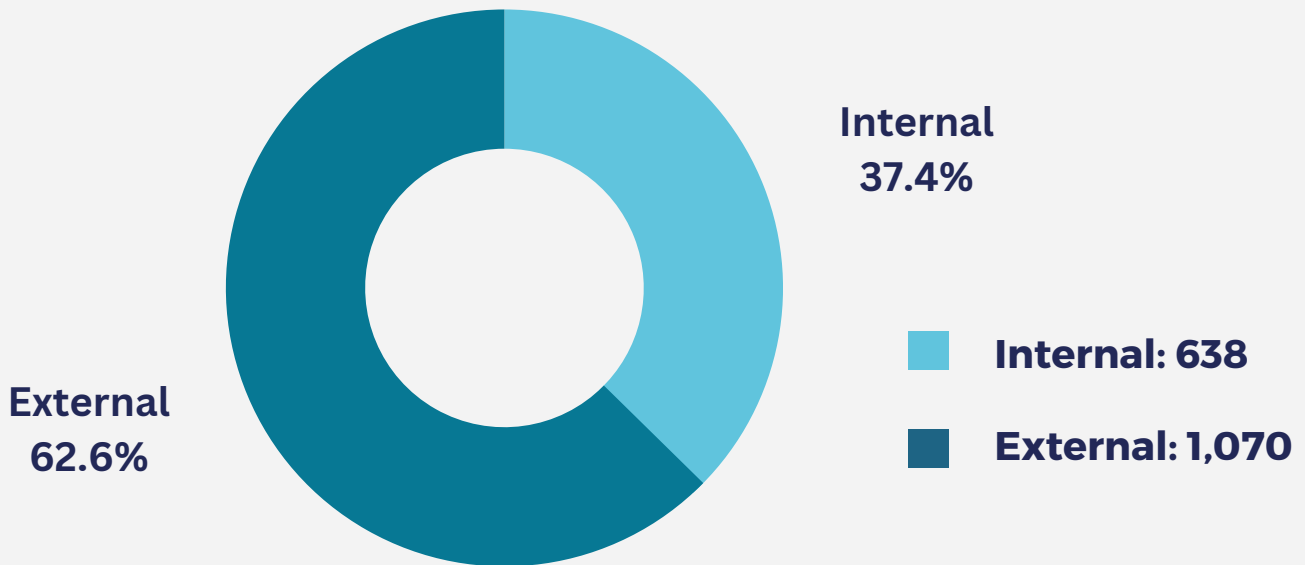
1. RECRUITMENT
2. RETENTION
3. DEVELOPMENT



RECRUITMENT & JOB ADVANCEMENT

Recruitment Percentage

Full-Time Employees: Internal & External Hires



103

Average days from a job posting to a job offer



25

Average days from a job offer to the first day



42,005

Applications received

Job Advancement

498

Promotions

434

Non-Competitive (Career Progressions)

932

Total Job Advancements



SOCIAL MEDIA RECRUITMENT



510,947 +10.86%

People Reached



268

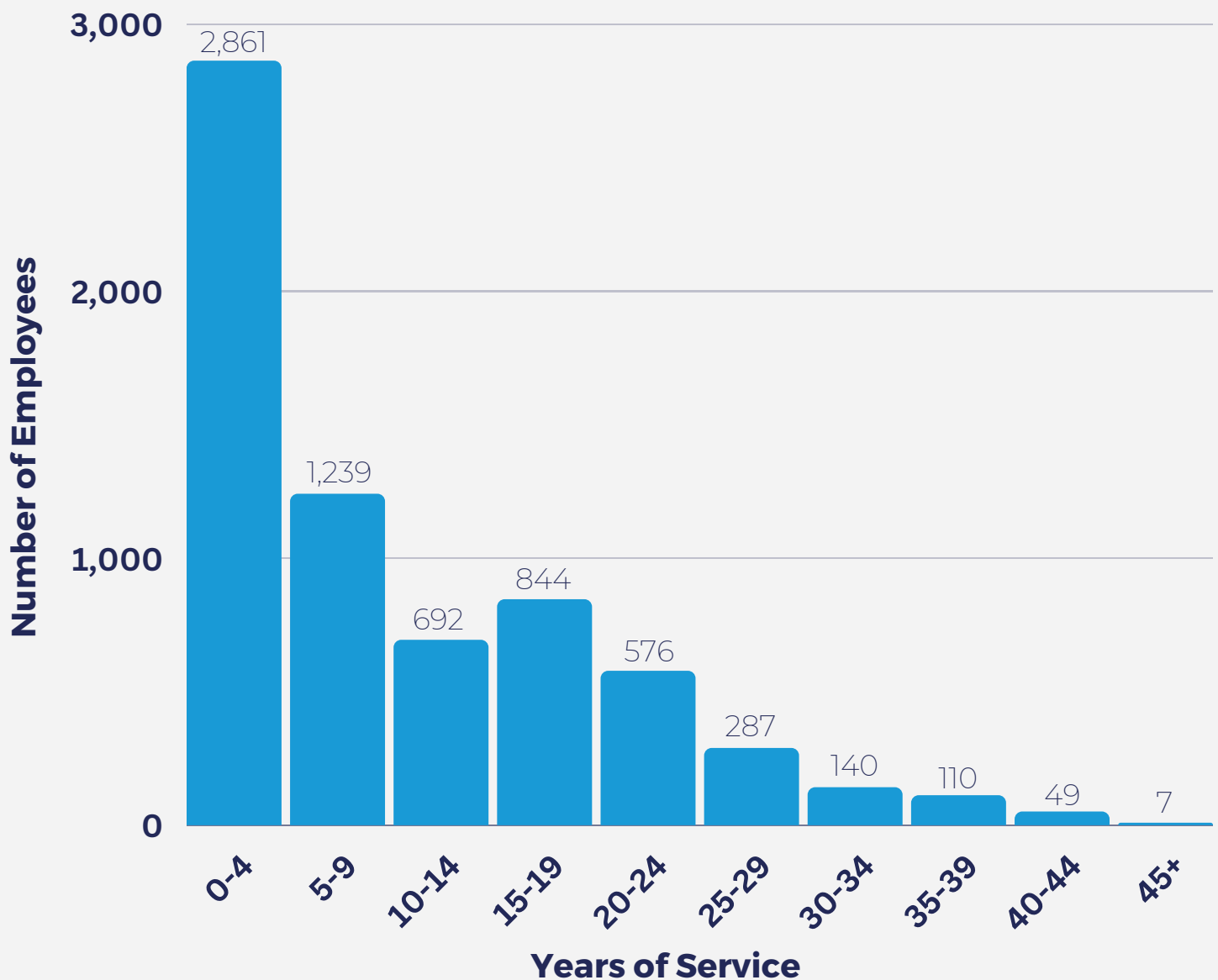
Recruitment Ads Created



WORKFORCE

Continuous City Tenure

Distribution of Full-Time Employees' Years of Service



 **10.21 Years**
Average Tenure for
Full-Time Employees

 **6.65 Years**
Median Tenure for
Full-Time Employees

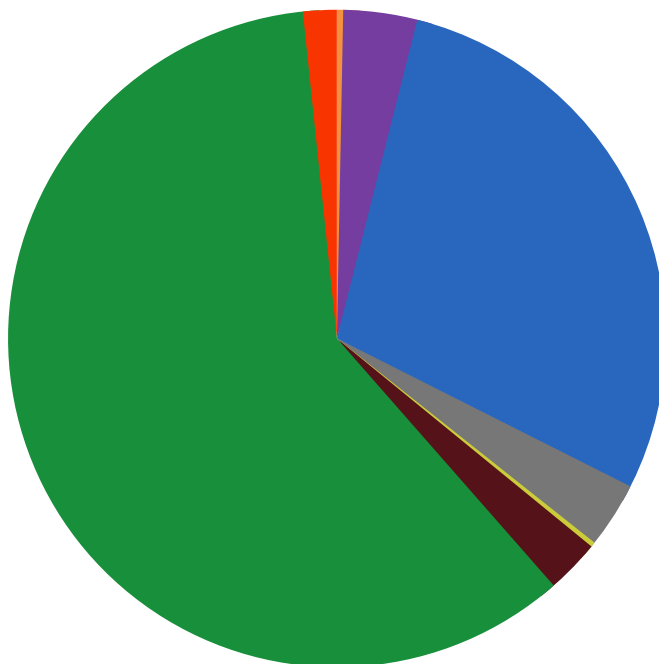
 **11.1% Vets**
Percentage of Full-Time
Employees



DEMOGRAPHICS



Race & Ethnicity



0.3 %	American Indian or Alaskan Native
3.6 %	Asian
28.5 %	Black or African American
3.2 %	Hispanic or Latino of any Race
0.2 %	Native Hawaiian or Other Pacific Islander
2.7 %	Two or More Races
59.8 %	White
1.7 %	Undisclosed



52%
Male



48%
Female



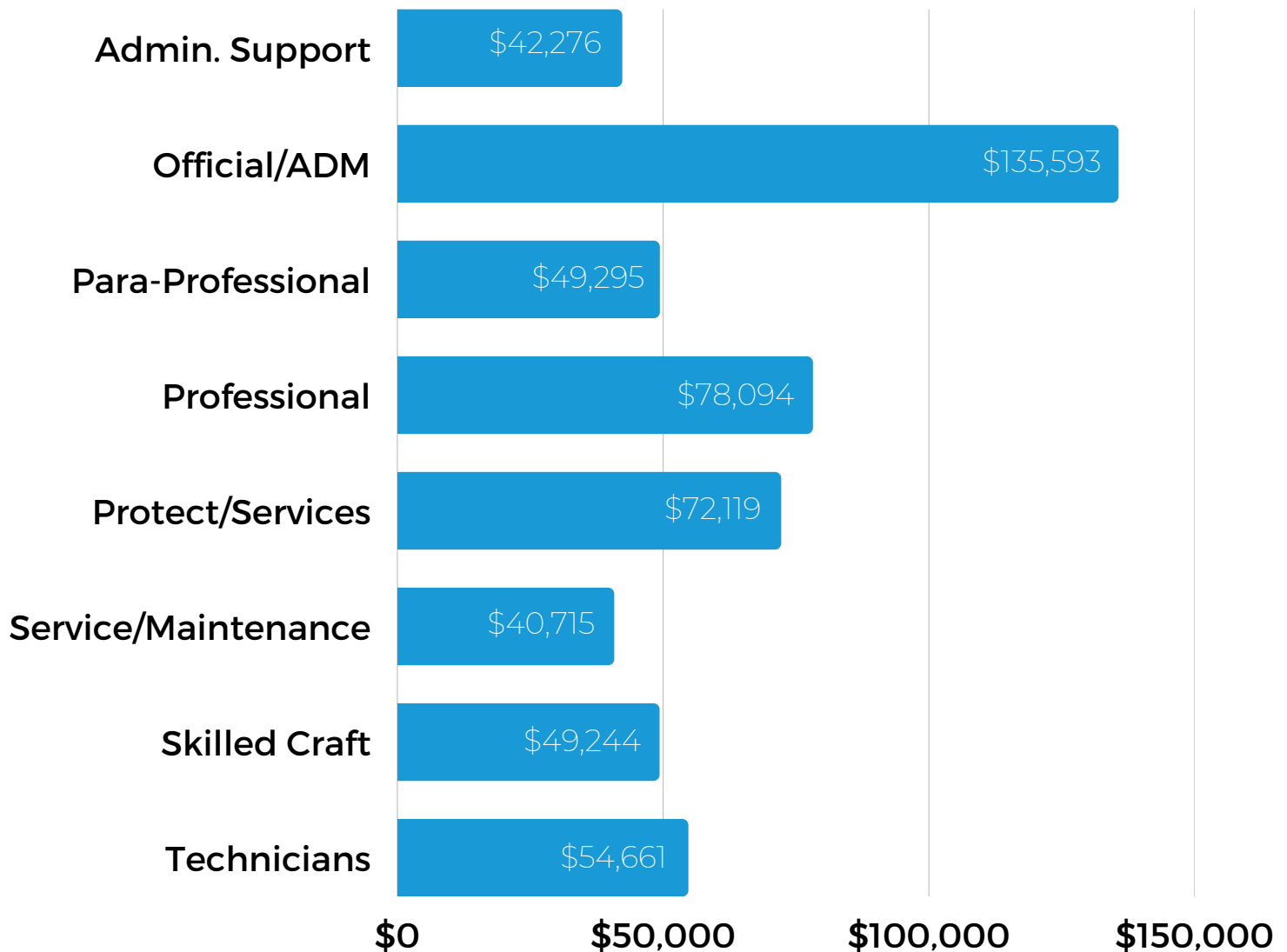
43
Average Age



COMPENSATION

Average Compensation

Average Full-Time Salary by EEO Code



\$ 63,089

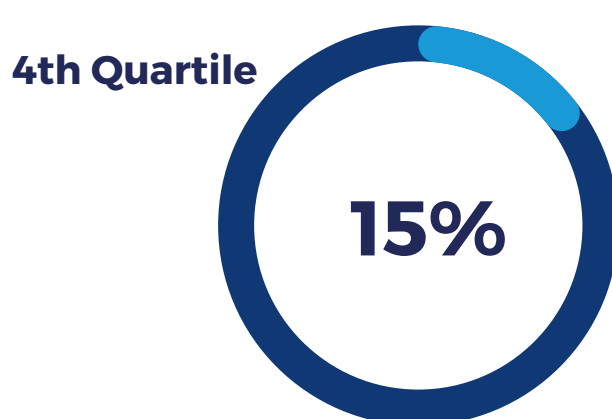
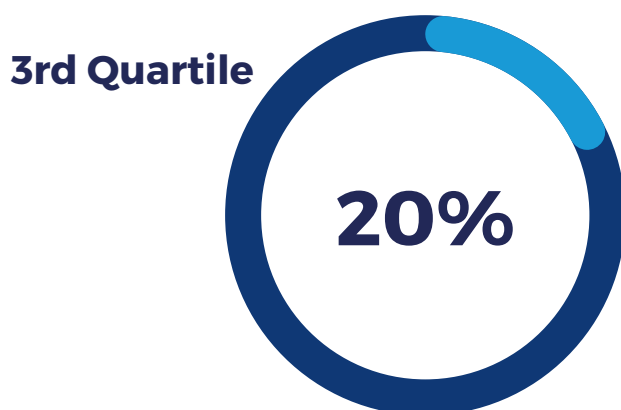
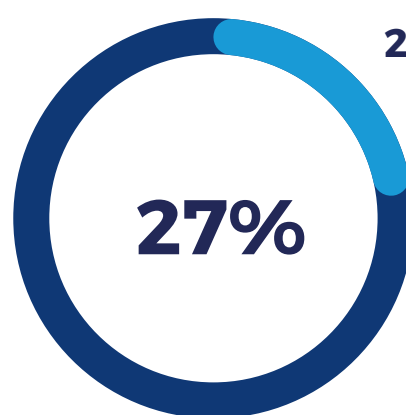
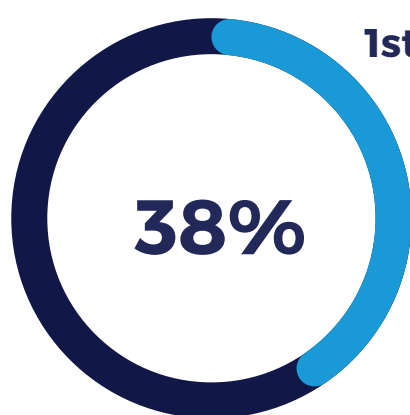
Average Full-Time Salary

PAY QUARTILES



Full-Time Employees by Salary Range Quartile

Percentage of Full-Time Employees whose Salaries fall within that Quartile of their Pay Range.





ENHANCED LEAVE BENEFITS & HEALTH SERVICES

Maternity/Parental Leave Cases



43

Birthing Parent



103

Non-Birthing Parent

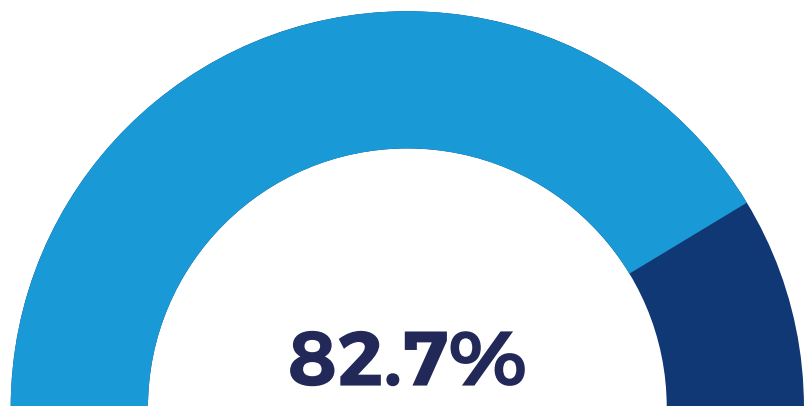


160

Care of Parent

301

Leave Donation
Requests



Leave Applications Approved in 2022

Occupational Health Services

14,997

Medical Exams/Nursing
Services in 2022

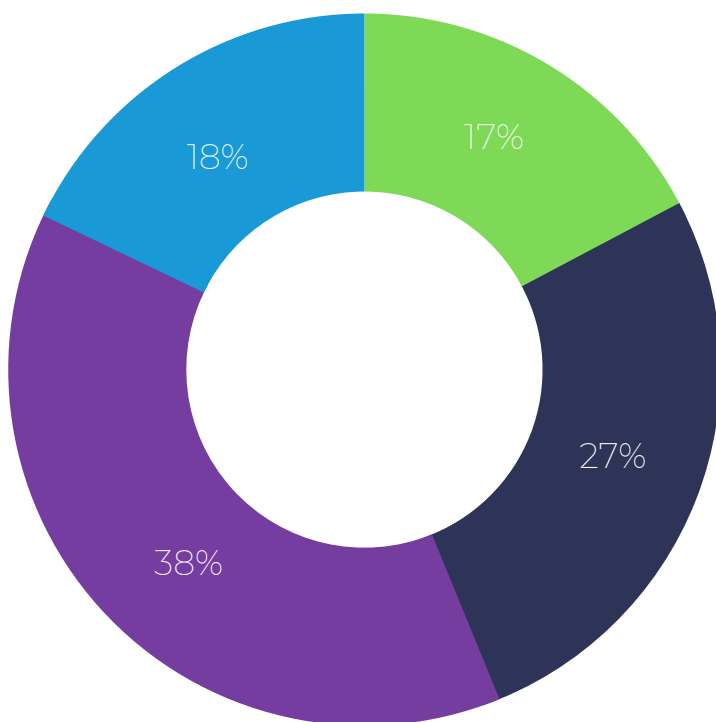
TRAINING



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 enhance our ability to support each other, the organization, and Virginia Beach citizens and visitors.

Enrollments for Training

Total Participants Attended



Examples

Leadership Development: Foundation for New Supervisors, Situational Leadership

Job Skills: Customer Service Over the Phone, Process Improvement - The Basics

Professional and Personal Development: Preparing for Your Next Interview, Peer Today, Boss Tomorrow



TUITION REIMBURSEMENT

\$179,189
Total Reimbursement

**Spring
2022**

\$75,458

**Summer
2022**

\$64,424

**Fall
2022**

\$39,307



OVERALL TURNOVER



Employee Turnover by Years of City Service

Full-Time Positions Only, Excluding Retirements

Years of Service	Turnover (Number of FTEs)	Percentages
Less than 1	248	40%
1 but less than 3	113	18%
3 but less than 5	104	17%
5 but less than 7	55	9%
7 but less than 10	50	8%
10+	54	8%
Total	624	100%

Turnover Rates

9.2%

Without Retirement

11.9%

With Retirement



2022