



VGEA – End of Session Report
February 25, 2019

This November, we set out with the following goals in mind: (i) reinvigorating VGEA’s presence before the Legislature, (ii) securing 2% raises for current employees, (iii) increasing health insurance credits (HICs) for our retirees, and (iv) making state employment more appealing to millennials. With but one exception, we were unmistakably effective in accomplishing this agenda. This success is truly a testament to VGEA’s laudable diligence and hard work.

While measures to address the rising cost of health insurance benefits for retirees again failed to garner the support necessary to survive the House Appropriations Committee, this was not particularly surprising given this year was a non-budget Session. Nonetheless, the VGEA was successful in securing: (i) up to 5% salary increases for state employees, (ii) a recurring DHRM review of state employee recruitment and retention trends as compared to similar private-sector positions, and (iii) an invitation to help the Secretary of the Administration implement two gubernatorial initiatives to make state employment more appealing to millennials.

The VGEA also set as a goal to elevate its profile at the General Assembly and to establish a new sense of vitality. The VGEA accomplished this goal in full thanks in large part to the VGEA leadership’s accessibility and Rick Fowler’s diligent presence at the General Assembly. Between two separate lobby days, the VGEA was able to strategically target members of the Senate Finance Committee and the House Appropriations Committee, particularly its Compensation and Retirement Subcommittee, with resounding success.

The following is a summary of VGEA’s specific legislative accomplishments during the 2019 General Assembly Session:

Legislation:

1. **[HB 2055](#) - Department of Human Resource Management; review of employee recruitment, retention, and compensation; report.** Requires the Director of the Department of Human Resource Management to perform an annual review of recruitment and retention trends and certain statuses related to classified job roles across state agencies. The bill also provides for the Director to biennially, on or before September 1 of each odd-numbered year, submit a report to the Governor and the Chairmen of the House Committee on Appropriations and the Senate Committee on Finance on (i) the classified job roles that should receive higher salary increases based on identified recruitment and retention challenges, (ii) the appropriate amount by which the salary of such classified job roles should be increased, and (iii) cost estimates for funding any salary increases.

2. [SB 1581](#) - **Parental leave.** Codifies the policy described in Executive Order Number 12 (2018) providing parental leave to state employees, consisting of eight weeks (320 hours) of paid leave in addition to leave provided under other state and federal programs. The bill requires that parental leave be available following the birth, adoption, or foster placement of a child under age 18 and be available to both parents of such child if both are state employees. The bill requires that parental leave be taken within six months of a birth, adoption, or foster placement and limits parental leave to once in any 12-month period and only once per child.
3. [SJR 282](#) - **Commending the Virginia Governmental Employees Association.** RESOLVED by the Senate, the House of Delegates concurring, That the General Assembly commend and congratulate the Virginia Governmental Employees Association on the occasion of its 60th anniversary.

Budget Items:

1. [Item 81 #2c](#) – **Funding for HB 2055 Recruitment, Retention, and Compensation Report.** Secures funding for DHRM’s annual review of recruitment and retention trends and certain statuses related to classified job roles across state agencies.
2. [Item 474 #4c](#) – **Increase FY 2020 Salary Adjustments.**
 - a. Up to 2.75% across the board raise for state employees, and
 - b. Up to 3% raise for university faculty and state supported local employees, and
 - c. Up to 2.25% state employee merit increase for those with at least 3 years of service

KVCF Solutions looks forward to working with VGEA to build on these successes in the off-season and to enter the 2020 budget biennium with renewed vigor.

Respectfully,

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