

foreSight

SUMMER/FALL 2022 (UPDATED)

FORESIGHT | SUMMER/FALL 2022 | A PUBLICATION OF THE VGEA



WHO'S YOUR SECRETARY?

THE VGEA SAT DOWN WITH SECRETARY OF ADMINISTRATION, LYN MCDERMID

Learn about her approaches to pay increases, tech, recruitment & retention, leadership, and more.

CATCH THE DIGITAL REPLAY

SEE THE 2022 VGEA ANNUAL MEETING REPLAY FROM SATURDAY, SEP. 10

Weren't able to attend? Interested in hearing the info again? Go to vgea.org/22 for the replay.

THE RESULTS

WHAT ARE OUR TELEWORK & LEGISLATIVE PRIORITIES FOR 2023?

We asked for your feedback, and you answered. Find out what we learned and our plans re: how to move forward.

WHO'S YOUR SECRETARY?

THE VGEA SAT DOWN WITH LYN MCDERMID, VIRGINIA'S SECRETARY OF ADMINISTRATION

When Governor Youngkin chose Margaret “Lyn” McDermid to be his Secretary of Administration in January of this year, he said that her background and experience would “allow us to hit the ground running on Day One” to improve Virginia’s cybersecurity system.

Far from being her only role, Secretary McDermid oversees what she calls a “very eclectic” mix of agencies including the operation of the state’s buildings and grounds, human resources and compensation, elections, and technology. And since Day One, the Secretary has been working hard to learn about all of the agencies she supports.

“You can’t be a provider of services unless you know who you’re serving. My first months were learning what all of the organizations do and how they do it. We serve the agencies, and creating a culture of service and customer focus has been a real passion of mine over the years. It’s now a focus in this role. I’ve visited all the agencies I’m responsible for, and I’ve had all-hands meetings with them. It’s been really fun and exciting.”

How does she manage to work with all of those organizations? To start, she’s not alone.

“This cabinet (Virginia’s high-ranking state officials) is focused on working together as a unit and helping the agencies work together. I look for opportunities to work with the agencies and to make sure I understand—we understand—their priorities and then accomplish those goals together.”

Additionally, the Secretary’s breadth of experience and knowledge is substantial, and it’s not hard to see why the Governor chose her for the role. Among her many accomplishments, Secretary McDermid held significant leadership roles with the Federal Reserve—the most powerful economic institution in the U.S. She has also served on several boards, is currently Chair of the ChildFund International board, and has been recognized by several organizations over her career



for her achievements and outstanding leadership. She also co-founded the Richmond Women in Technology group.

“One of the reasons I’m here is because this is what I’ve done for 30 years.”

As you’d expect, her role, with its large scope of work, has its opportunities—and its challenges.

“I think the most challenging aspect is how to get agencies and support services to work together on setting priorities while knowing that silos and agency independence within state governments are strong. This governor has a real focus on improving the efficiency of state government for the citizens and for vendors that we do business with. We want to improve state government. We want it to be more business-oriented and attract more businesses to Virginia. We’re working together on that.”

It’s a challenge she embraces because she’s convinced it’s the right direction; and while she’s working on improving agency collaboration and state efficiency, she’ll also be focusing attention on another significant challenge: pushing hard for technology improvements throughout state agencies. It’s a topic where she holds extensive expertise, interest, and passion. However, some of the biggest obstacles she faces in modernizing the Commonwealth’s technology are what you’d expect.

WHO'S YOUR SECRETARY?

"In state government, we have a legacy, perhaps, of older technology. I'd like to see some vision, and we're working very closely with the agencies to put that together. The overall technology strategy for the Commonwealth needs to be developed. Once that's developed, you need your technology roadmap. Then, it's just a matter of doing it with excellence. I know I sound excited. It does excite me."

Another challenge she faces involves the time it takes to get things approved—the time it takes to go through the process of approval.

"I'd like to streamline processes and automate some of them. A lot of what we do still involves paper, so I'm thinking about how we automate workflow. That's not advanced technology."

She's also looking at new tools and techniques to maintain security in enterprise data management.

"The state has a tremendous amount of data assets. We collect information continuously. How do we capitalize on that data, protect it, and use it to improve our services? How do we integrate across agencies so that data can be used collectively?"

It's no surprise that technology improvements are needed and that enhancements will improve life and work for citizens and state workers, but Secretary McDermid also hopes that those advancements will help attract top tech talent to Virginia.

"In order to keep technologists engaged, they have to have opportunities to learn and grow as the technology changes."

And because the Secretary also oversees the Department of Human Resource Management (DHRM), she is giving a lot of thought to the best ways to recruit and retain state employees.

"How do we recruit? How do we retain? How do we maintain productive environments? How do we really motivate employees through things like recognition, performance management, and role clarity? How do we roll diversity and inclusion in so that it's not a separate piece but an overall part of our culture? What do we pay?"

And speaking of pay, VGEA lobbyist, Dylan Bishop, joined us for the interview, and he expressed his immense gratitude to the Administration on behalf of all VGEA leaders and members for the two, five percent raises over the next two years that were included in the recently-passed biennial budget.

Compensation remains a hot item on his lobbying radar despite the raises because, as he noted, some jobs still lag significantly behind the private sector in base salary and total compensation. He mentioned a recent Joint Legislative Audit and Review Commission (JLARC) study that said that on average, state employees lag their private sector competitors by 10%.

"In high-skill and high turnover positions like IT, healthcare, and public safety, that gap is upwards of 30-40%. Is there a set number percentage where you think state employees shouldn't lag their competitors? This is an issue we see from agencies in every exit interview, and JLARC studies confirm that compensation is the

number one issue affecting state employee recruitment and retention."

Secretary McDermid suggested that we need to look at the bigger picture.

"I think we've got to look at all of our options, and I do think in any organization, compensation is way up there on the list of what attracts and retains talent. I think we need to look at total compensation. Any HR professional will tell you that it's all about total—both the tangible and intangible benefits. We need to look at the total package that state employment offers. In this current market where we have 2.5-3% unemployment, it's probably much more impactful than it is in other times, so even now, I think we've got to start focusing on what it really takes. It's a big priority. One of my goals is to develop that strategy."

Beyond across-the-board pay raises, Dylan mentioned another possibility for the Administration to consider.

"We've polled our VGEA members on what they'd like to see in terms of our legislative agenda and legislative priorities. We hear consistently that performance-based compensation increases would go a long way in terms of motivating employees to continue to work hard and push themselves to excel at their position."

But Secretary McDermid noted some challenges:

"We've currently got pay bands and a compensation system that's very restrictive. For example, if a state
(Continued on page 4.)



VGEA Executive Director, Marshall Terry, met with Secretary McDermid earlier this summer to share VGEA member feedback about the new telework policy and to advocate for changes.





MEET THE VGEA'S
PRESIDENT
CYNTHIA BRITTAIN

A native of Weems, Virginia, a small community on the north bank of the Rappahannock River and a stone's throw from Kilmarnock, the VGEA's president, **Cynthia Brittain**, moved to Richmond in 1984 to a West End neighborhood that she loves and has been a part of ever since.

After the private-sector job she loved at Time Life was eliminated along with 300 other workers at their Richmond customer service center, Cynthia changed direction.

"I had always wanted to work for the state."

Her first state job was as Contact Center Technical Supervisor for the Virginia Retirement System (VRS) in 2004. As her career with the state evolved, she worked as Customer Contact Center Manager for the Virginia Workers' Compensation Commission (VWC) and then as Financial Services Manager for the Virginia Department of Taxation in the Court Debt Collections Office until her retirement in February of this year.

Her retirement coincided perfectly with her transition to the president of the VGEA on January 1, 2022.

"My retirement has given me the time I need to devote to state employees and retirees."

Cynthia's commitment to state employees is longstanding.

"I've been with the VGEA for 17 years, and I've served on the VGEA board for many years. I've been secretary, vice president, and now president."

When asked why she initially joined the VGEA, Cynthia said that as soon as she started working for the state, she became a member of the VGEA. She had been surprised by the significant differences in compensation and benefits compared with comparable private-sector jobs.

"I knew someone needed to represent state employees to make sure their voices were heard in the Virginia General Assembly to push for better compensation, flexible schedules, health benefits, and retirement benefits."

As a former state employee and now a retiree, Cynthia continues her commitment to advocate on behalf of employees and retirees for competitive pay and benefits that equal private-sector jobs.

"I'm focused a lot on customer service—that's my career—and I believe in giving back to the community. I feel like this is how I give back to the community—by giving back to state employees and retirees."

And she's been deeply involved in helping state employees this spring.

"After the new teleworking policy was announced, we got so many calls and requests for help. Thankfully, I've had time to devote to VGEA members as a retiree that I wouldn't have had before."

In addition to serving on the VGEA board, Cynthia volunteers in several other ways.

While serving with Toastmasters International, she held several club, area, and division offices and received the Distinguished Toastmaster award, the highest honor for a Toastmaster. She also volunteers at her church, at a bed and breakfast, and at the Albuquerque International Balloon Fiesta, the world's largest hot air balloon festival. She's been asked to be there this October to help photograph the more than 500 balloons that will lift off into the New Mexico skies. A lover of photography, several of Cynthia's photographs have been included in the event's publications.

"They asked me to come out, so I'm going to drive out and photograph the balloons. It's a combination of two of my passions in life: travel and photography."

Prior to that trip, she'll be here in Richmond on Saturday, September 10, for the VGEA Annual Meeting at the Richmond Marriott Short Pump where she looks forward to meeting state employees and retirees face-to-face after not being able to meet together previously because of COVID.

"I'm so glad to be the president of the VGEA, and I want state employees and retirees to know how much I appreciate them and their hard work, both now and during the pandemic, and their service to Virginia."

See the Replay from the 2022 VGEA Annual Meeting

See the replay + RSVP for the 2023 meeting at vgea.org/22. If you've got questions about the annual meeting, reach out at info@vgea.org.



WHO'S YOUR SECRETARY?

(Continued from page 2.) employee has been with an agency, it's very tough for their supervisor to give them a raise based on performance. However, if that person were to move to another agency or quit go to the private sector and come back, that supervisor has a lot more leeway.”

That means that in some cases, employees have more financial incentive to leave than to stay. That's something Dylan believes the VGEA can help solve.

“That might be something that could be addressed through legislation—something the VGEA would be in a position to help the Administration push forward. Plus, I think that would be in line with Governor Youngkin's underlying philosophy that we want efficient, good workers and we want to reward those that are investing in themselves and investing in the Commonwealth and exceeding expectations.”

Secretary McDermid agreed.

“Right. I agree that philosophically, that's what we want. The discussions we're having with the Department of Human Resources Management (DHRM) are about what motivates people and what brings people to any organization. When can they be the best that they can be? When can they aspire to be high performers? It's a combination of a variety of things: job titles, position descriptions, performance management, incentives, great work, and flexibility.”

Regarding flexibility, the Secretary was quick to point out that despite continued concerns related to the Administration's newly implemented telework policy, the state also offers the benefit of flexible or alternative work schedules.

“People can come in at five in the morning and leave at noon and get their eight hours in. Those are the kind of things that we want to really look at and communicate.”

That kind of flexibility is attractive to any generation, but the Secretary is giving extra focus and attention to those that are just entering the workforce and those that are building careers.

“I just learned that we pay off student loans if an employee commits to a certain amount of time with the Commonwealth. We need to communicate some of those benefits better because they are, I think, best-in-class.”

She's thinking about the types of benefits that will entice young talent to work for the state and stay employed with the state.

“Most millennials aren't looking for or expecting to be in a job for 20-30 years. They're less concerned

THE ADMINISTRATION

about retirement benefits or health insurance. They want that top-line compensation or that big title. I think that's where state employment has fallen on hard times regarding recruitment and retention. The labor market has shifted in terms of what's more appealing to those entering the workforce. It used to be that people worked 30 years in a job for security, benefits, and longevity. Millennials aren't going to do that. They want to do interesting things. My kids are saying, ‘Wait a minute: I want to take great vacations. I want to be able to go to my kid's soccer games. I want to leave early on Fridays.’ I'm excited about how we can attract younger generations. It really is great work.”

Secretary McDermid is convinced that Virginia can attract and keep good people if they feel appreciated, if what they're doing matters, and if they're learning.

“I personally have that as a goal—to recruit and retain talent. We're looking at better recruitment—better sources of recruitment, better approaches, and more online communication about who we are, what we do, what we're all about, and about the great kinds of work we do.” (Continued on page 8.)

RETIREE CORNER

COVID has created a different environment for state employees and retirees, and it remains in the best interest of VGEA members and citizens to take precautionary steps to reduce COVID's spread and impact. This is especially true given the Governor's mandate to return to offices with limited telework options and the reality of employees whose jobs require an onsite presence. Here's how to help:

- **Get your vaccinations** including the COVID boosters, annual flu shot, and a pneumonia shot.
- **Take care of your health.** Those with underlying health problems are more likely to be infected and are more difficult to treat. Better diets and more exercise are basic. Get out and about during coffee and lunch breaks.
- **Suggest ways to improve workplace safety.** We all benefit when state workers are healthy and able to provide optimum service. This includes support of the VGEA's efforts to moderate the Governor's telework directive.
 - Urge support for safety measures on the VGEA website at vgea.org/contact
 - Attending VGEA events like the Annual Meeting on Sep. 10 (vgea.org/events)
 - Remain or become a VGEA member. Go to vgea.org or call 877-302-7146 for more info.

Walt Pulliam, Jr.
Past President
Richmond Retirees Chapter

A TALE OF TWO SURVEYS:

Your Input Helps Shape Policy

Though the Administration continues to say that the new telework policy introduced this summer is working well, the VGEA has received many calls and emails with legitimate questions, concerns, and frustrations. We wanted to hear from as many employees as possible about how it's going, so we created a quick survey. At the same time, we were hoping to hear from VGEA members about where they'd like us to focus VGEA legislative efforts in 2023, so we created a second survey. Here are the results of both surveys:

Telework Survey Results

The VGEA consistently focuses on employee recruitment and retention, and the telework survey results heightened our concern after hearing from 1,222 employees.

58% of those who participated in the survey indicated that they are considering private-sector jobs or retirement rather than remaining in state jobs because of the new telework policy.

We realize that some employees have chosen not to pursue telework and that others are satisfied with the new telework policy, but 72% of those who responded said that the policy continues to cause negative impacts.

The VGEA asserts, based on these results as well as national polls and studies, that eligible employees of all generations want truly hybrid work environments.

In a recent Forbes article, *What Different Generations Think About Hybrid Work*, the results of a study by the world's biggest provider of flexible workspaces led to this conclusion:

"Hybrid working is universally popular amongst all generations who have been quick to embrace the many benefits the model offers. By splitting their time between home, a local workspace and their company headquarters, employees are benefiting from a significantly improved work-life balance with substantially less time and money spent on commuting."

To keep Virginia employment attractive, we must advocate for excellent telework options.

We will continue to voice telework concerns on behalf of our state employees and work with the Administration to develop solutions that lead to better telework outcomes, lower rates of employee dissatisfaction, and increased morale.

See the full results of the survey at vgea.org/telework.

Legislative Priority Survey Results

848 active employees responded to our Legislative Priorities survey along with 52 retirees. Of those, over a third of respondents who ranked our list of legislative priorities also wrote to us. Most comments reiterated the need for compensation increases.

On August 11, the VGEA executive team met to review the following results and they began to finalize priorities for 2023.

- 63% of active employees chose Compensation Increases as the top legislative priority. Telework was the second most requested #1 priority at a distant second—18%.
- 28% of active employees chose Employee Healthcare Benefits as the #2 legislative priority. Telework and Compensation Increases were tied for second at 21% each.
- For retirees, 56% chose Retirement Benefits as their number one priority, and 27% chose Healthcare Benefits as their #1. Those numbers were switched for #2. 51% said Healthcare Benefits were their #2 priority with 22% saying that their #2 was Retirement Benefits.

The VGEA team collaborated to develop a plan of action that we'll share after additional research as well as conversations with the Administration and the Department of Human Resource Management (DHRM).

See the full results at vgea.org/legislative-priorities.

Thanks to everyone who participated in the surveys. We'll be taking action based on the results, and we'll keep you in the loop with the plans we'll take on your behalf. We'll also develop additional surveys in the near future, but you don't have to wait until then to connect. Let us know your questions, thoughts, ideas, or concerns at any time on the web at vgea.org/contact, by email at info@vgea.org, or by calling us at 804-355-3120.

➔ **The VGEA's Long History of Advocacy**



Bumper sticker from the 1970s

Chartered on November 30, 1959, the origins of the VGEA and our long history of representing the best interests of Virginia employees can be traced back at least 20 years earlier.

Without the VGEA, hard-won employee benefits would never have happened—without the VGEA they can quickly disappear. We have been and will remain the *Voice for State Employees*. Learn about the VGEA's history at vgea.org/mission-story, and be a part of our future.



Governor Youngkin stopped by the VGEA table along with hundreds of state employees during the Administration's state employee appreciation event in Richmond this summer. VGEA Executive Director, Marshall Terry, was there to say hi along with Rick Fowler, VGEA Member Development & Lobbyist.

➔ **Keep Emails Coming**



We send emails regularly to VGEA members, and we want to make sure you're seeing them. If you're not:

You can verify your email in the member portal at vgea.org/login. While there, consider adding a personal email to ensure delivery. If the email(s) listed are correct or you need help, email info@vgea.org, and we'll help get things working again.

➔ **(4) Online Resource Recommendations**

- Follow @VirginiaDHRM on Twitter
- See a list of current discounts for state employees on the dhrm.virginia.gov website under State Employees > Employee Discount Programs
- Follow the Virginia Retirement System (VRS) on Facebook for tips, tools, and guidance
- Follow the VGEA on Facebook, Instagram, and LinkedIn for news, discussion, events, and more

QUESTION: IS IT SAFE TO BE A VGEA MEMBER? ANSWER: YES!

We occasionally hear that some state employees and human resources managers believe that the VGEA is a union. The fear is that employees will be looked at unfavorably by their management or agency for joining the VGEA.

While employee unions and employee associations share things in common, i.e., they both value and represent workers' rights, one notable difference is found in our VGEA bylaws:

"The Association is not to be affiliated with any local, state, or national labor union...shall not engage in any form of collective bargaining...and shall never employ or utilize a strike or threat of a work stoppage."

That's what we *don't* do. What we **do** is listen to members and advocate on their behalf. We employ lobbyists who respectfully represent our collective voice and urge legislation that is in the best interest of our members—from pay and telework to health care and retiree benefits and beyond.

Additionally, unions typically charge their members hundreds of dollars a year—up to 1.5-3% of their annual salary in union fees. VGEA membership is affordable at \$96/year for active employees and only \$48 for retirees.

Finally, we *never* share personal data with state management, agency leaders, or third parties without your permission. When we share survey results, we keep them anonymous. We protect your privacy. If you'd prefer not to receive VGEA emails at work, have them sent to your personal email address instead.

We are voluntary, we are nonpartisan, and we support solutions that lead to equitable compensation, excellent benefits, and safe working conditions. To learn more about how we advocate for you or how to join, visit vgea.org.

THANKS, RETIREES!

Gale Grant, Board Member and Past VGEA President

First, let me say congratulations to those of you who have recently retired or will be retiring soon. Thank you for your service to Virginia, and on behalf of the entire VGEA team, thank you for your continued support of the VGEA.

The VGEA has been in existence for more than 60 years as an association of state employees and retirees. Over the years, so many of you have reached out when faced with employment and retiree challenges, and we've been here to help. That assistance most often benefits the VGEA member *and all* of the thousands of state employees and retirees—even those that aren't members.

As you retire, consider letting your co-workers, friends, and family members that work for the state know about your membership with the VGEA, and encourage them to join. As our membership grows, so does the strength of our voice.

And though active workers membership is \$96/year, it's only \$48 for retirees. And if your household consists of two state retirees, the second membership is only \$24. Learn more at vgea.org, and thanks again.

NEW BUDGET SUM UP



The 2023-2024 biennial budget officially became effective July 1, and VGEA lobbyist, Dylan Bishop, attended the signing at Tom Leonard's Farmer's Market in Glen Allen, VA—a symbolic location as the budget eliminates the state's 1.5% sales tax on groceries starting in January to help ease the burden of inflation.

Thanks to Dylan for representing the VGEA and for compiling some budget highlights:

- A 5% salary increase in 2022 starting in August
- A one-time bonus payment of \$1000 in December
- Another 5% salary increase starting in August 2023
- A \$3,000 annual salary increase for probation and parole officers beginning in year two
- Starting salaries for Department of Corrections correctional officers increased from \$35k to \$42k effective July 10, 2022, and salary compression adjustments were implemented for sergeants, captains, lieutenants, and majors to recognize years of service.
- Salary increases for Department of Juvenile Justice corrections staff that includes targeted salary adjustments, addresses compression issues for correctional officers in management roles, and provides competitive salaries consistent with other state-supported correctional positions beginning in the second year
- A one-time bonus payment to sworn law-enforcement employees of the Department of Conservation and Recreation and the Marine Resources Commission (law-enforcement personnel at other agencies received a similar bonus payment in the 2020-2022 biennium, but the law-enforcement employees of these agencies were not eligible)

And for Virginia's retirees, investments in the Virginia Retirement System (VRS) are projected to bolster the VRS and save the gov't \$2 billion over the next 20 years.

Despite the fact that the gas tax holiday wasn't approved, Virginians will benefit from nearly \$4 billion in income and sales tax cuts. In addition, education spending will be at the largest level in our history: \$3.2 billion in direct aid.

We recognize that there is still much work to do, and we'll continue to work closely with the Administration to advocate for excellent pay, health care, and retirement benefits—priorities at the core of the VGEA's mission.



YOUR VGEA TEAM

Executive Director

J. Marshall Terry

Members Services

B. Ann Winslow

Member Development

Rick Fowler

Lobbyists

Dylan D. Bishop, Esq.
Rick Fowler

Communications

Liz Barrett Baker

Board of Directors

Cynthia Brittain (President)
Sandra Davis (Vice President)
Brenda J. Neal (Secretary)
Rhonda Bowles (Treasurer)
Lynwood Butner (Former Lobbyist)
Jarín Cornish (New)
Dee Esser (Returning)
Gale E. Grant (Past President)
James Headley (New)
Tracey Jones (New)
Kara Pfaff (New)
Dana Ratliff-Walker (New)

WHO'S YOUR SECRETARY?

(Continued from page 4.) She's also looking at hot skills and at how the state trains its employees. Plus, she'd like to present a new approach to leadership development that includes training on things like soft skills.

"Great leadership can change a culture. Even to keep culture, you have to have great leadership that inspires culture and reflects and emulates that culture. It's a lot of what we're thinking about, and I think you'll see some opportunities for us to get better at that."

The Administration and the Secretary have a lot of work ahead. Given that the governor campaigned on being a data-driven Administration that takes data-driven approaches to education and state employment, Dylan asked about the types of metrics and timelines the Administration will be using for introspective analysis to confirm whether or not the approaches they employ are working and going far enough.

"To say that the governor is data-driven is probably an understatement. We're looking at a lot of the historical data that we have as far as retention. We're looking at demographics. We're looking at retention. We're looking at why people leave. We're looking at where our needs are. The General Assembly specifies how many people we're allowed to have, but we don't really track vacancies the way we should – our biggest needs."

As far as gauging progress, the Secretary smiled and reminded us that we were talking to a former project manager.

"How do you know how to tell where you are? You manage it right. It's good management. You get metrics and data and you have a great plan. I think the hardest part is developing the roadmap. Once you develop that, you really do look at the milestones that need to be achieved. Are you getting there? What are the roadblocks? What things are getting in your way? When do you have to make adjustments?"

As our time with the Secretary came to a close, we asked if Secretary McDermid had any legislative initiatives in mind for the 2023 General Assembly session.

"We're just beginning to work on them now that the budget's been approved and we know what we can do. I think we'll know in another month or two."

We also asked Secretary McDermid what the VGEA and its members can do for Virginia and for the Administration.

"Keep communicating. We want to listen. The governor has visited 20+ agencies. He just sat and listened to what they do and what their concerns are. He gets a group of people around the table, and they look at him and say, 'We've never had a governor do this—actually come out and meet us.' He's a people person, and so I think that's what he's asked us to do: find out who the stakeholders are and listen."

Dylan mentioned that though our membership doesn't include every one of the 100,000+ state employees and retirees (yet), we've got a solid sample size and that we're an excellent resource for the Administration. She agreed.

"We realize that state government is its employees—that it's the people that matter and the services that they provide to 8.6 million citizens and the way they provide those services. We've got to maintain the right level of energy and enthusiasm and motivation so that they can be the best that they can be. That's our job. That's what leaders do. That's my goal personally: to learn more about what our state employees do and provide them with the necessary tools to get the job done well."

The VGEA would like to offer sincere thanks to the Secretary for taking the time to meet with the VGEA. The VGEA has a long tradition of having close, productive relationships with state leadership and especially the Secretaries of the Administration. We look forward to continuing to build our relationship and rapport with Secretary McDermid and other leaders throughout the Administration as we advocate for Virginia employees and retirees.

Get the latest news and updates about the VGEA advocacy & legislative action

VGEA members can stay informed in several ways. This periodic newsletter is one way. We also post news and information on the web at vgea.org/news, on our Facebook page at facebook.com/VaGovEmpAssoc, on Instagram at instagram.com/vgea_org, in emails to our members as needed, and at events like our Annual Meeting (see the replay at vgea.org/22). Which communication method(s) do you prefer? Let us know at info@vgea.org.

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'22 VGEA ANNUAL MEETING REPLAY

WATCH THE REPLAY
NOW AT [VGEA.ORG/22](https://vgea.org/22).



REGISTER NOW FOR
THE 2023 VGEA
ANNUAL MEETING:
[VGEA.ORG/EVENTS](https://vgea.org/events)



Richmond Marriott Short Pump - Allen Allen, VA

- Meet the VGEA team
- Hear the latest news about salary, benefits, retirement, telework, and more
- Learn about our legislative priorities for 2023
- Listen in on Q&A Sessions
- Hear from special guests from the Virginia Retirement System