



U.S. Virgin Islands Division
of Personnel

FISCAL YEAR

2027

BUDGET TESTIMONY



**36th LEGISLATURE OF THE VIRGIN ISLANDS
COMMITTEE ON BUDGET, APPROPRIATIONS AND FINANCE**



FY 2027 BUDGET HEARING TESTIMONY
PRESENTED BY CINDY L. RICHARDSON, DIRECTOR
DIVISION OF PERSONNEL

EARL B. OTTLEY LEGISLATIVE CHAMBERS
JUNE 24, 2026

Table of Contents

Introduction.....	4
Fiscal Year 2027 Operating Budget Overview	5
Human Resources Information Technology	9
Group Health Insurance and Wellness	14
Recruitment and Classification	15
Strategy and Organizational Development	18
Conclusion	20
Appendix.....	22

Introduction

Good afternoon Honorable Novelle Francis, Jr., Chairman of the 36th Legislature's Committee on Budget, Appropriations, and Finance other honorable committee members; non-committee Senators present, as well as the listening and viewing audience. I am Cindy L. Richardson, Director of the Division of Personnel. Here with me today are members of my executive team Florine Audain-Hassell, Assistant Director; Valcina Quashie, Deputy Director; Cordell Rhymer Jr., Chief Technology Officer; Valerie Daley, Chief Group Health Insurance and Wellness; Gabriel Knight, Chief Strategy and Organizational Development Officer; Millicent Aubain, Territorial Administrator Recruitment and Classification; Aliya Felix-Blyden, Legal Counsel.

Sitting in the well are Jo Ann Carr, Public Information Officer, Janice Dennis-Freeman, Executive Assistant, Nyola Christopher, Coordinator Financial Services, and Kima-I Martin, Human Resource Specialist; Nakisha Young, Associate Chief of Group Health Insurance and Wellness; and Shukoi Pinney, HR IT Network Systems and Operations Manager

At the Division of Personnel, we recognize that succession planning is critical to maintaining organizational effectiveness and ensuring long-term success. The last three individuals recognized are being developed to assume future leadership responsibilities within their respective units, helping to preserve institutional knowledge and ensure continuity of operations. This investment in leadership development is particularly important as we prepare for the future, with approximately 50 percent of the executive team currently eligible for retirement in the coming years.

We are committed to building a modern workforce for the Government of the Virgin Islands, mandated in the Virgin Islands Code, Title 3, Chapter 25, Sections 451 through 667, and the Personnel Rules and Regulations. We support each central government department by focusing on improving organizational performance, professional development, and retaining a diverse workforce equipped to meet the territory's evolving needs. Our division is comprised of the following units: 1) Human Resources Information Technology, 2) Recruitment and Classification, 3) Strategy and Organizational Development, 4) Fiscal and Administrative Services, and 5) Group Health Insurance and Wellness.

Thank you for the opportunity to present and provide testimony in support of our proposed Fiscal Year (FY) 2027 budget. We appreciate the continued partnership and consideration of our funding priorities as we work to strengthen operations, enhance services, and support the Government of the Virgin Islands workforce.

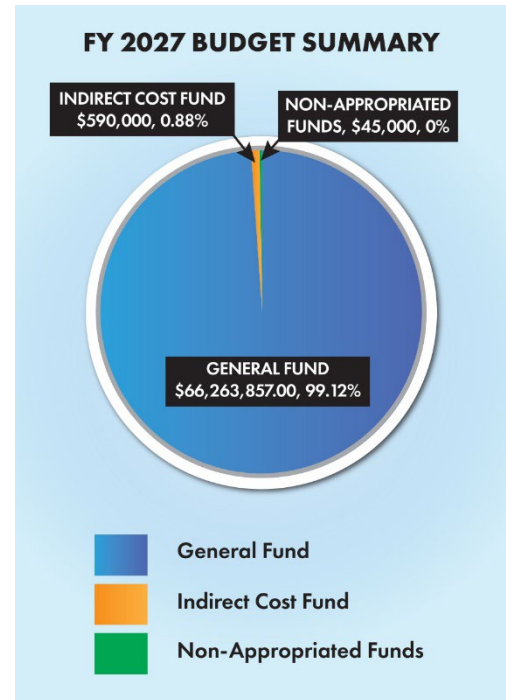
Fiscal Year 2027 Operating Budget Overview

The following budget overview and funding breakdown shows how we leverage our funding to meet its statutory responsibilities, implement projects, and support sustainable workforce development within the government. This financial snapshot not only reflects our core operational needs but also highlights measurable outcomes in recruitment, wellness, training and professional development.

Budget Summary

Our recommended FY 2027 budget from the Office of Management and Budget totals \$66,853,857.00. The budget recommendation includes allocations of \$66,263,857.00 from the General Fund and \$590,000.00 from the Indirect Cost Fund. Additionally, we project revenues of approximately \$45,000.00 for the Training Revolving Fund.

To provide a comprehensive and accurate overview of our budget, the summary below highlights the key components of our overall budget, including the *Miscellaneous Budget Summary*, which provides a detailed breakdown of the following expenditures \$38,210,672.00 for Health Insurance for Retirees, \$19,935,999.00 for the Insurance Employer/Employee share, \$90,000.00 for the V.I. Certified Public Manager Program, \$101,253.00 for GVI Employees Recognition, \$275,000.00 for the Contribution to the Health Insurance Board, \$315,000.00 for Health Insurance Consultants, and \$959,879.00 for the GVI Fellows Program.



FY 2027 TOTAL BUDGET SUMMARY	ALLOTMENT
General Fund (*includes Miscellaneous Budget Summary)	\$ 66,263,857.00
• Health Insurance for Retirees*	\$ 38,210,672.00
• Insurance Employer/Employee Share**	\$ 19,935,999.00
• Health Insurance Consultants*	\$ 315,000.00
• Contribution Health Insurance Board*	\$ 275,000.00
• GVI Fellows Program*	\$ 959,879.00
• GVI Employee Recognition Activities*	\$ 101,253.00
• VI Certified Public Manager Program*	\$ 90,000.00
Indirect Cost Fund	\$ 590,000.00
Non-Appropriated Funds	\$ 45,000.00
TOTAL	\$ 66,853,857.00

Operating Budget Summary

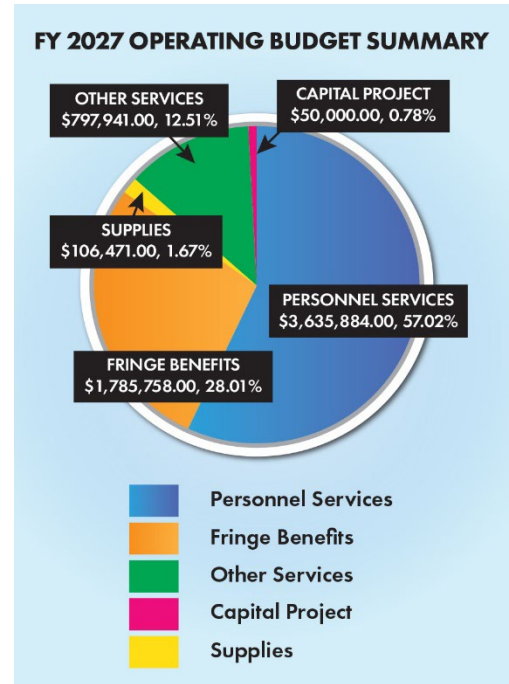
Our Operating Budget Summary includes the following funding allocations: \$3,635,884.00 for Personnel Services, \$1,785,758.00 for Fringe Benefits, \$106,471.00 for Supplies, \$797,941.00 for Other Services and \$50,000.00 for Capital Projects, with a total operating budget of 6,376,054.00.

GVI Fellows Program

Included in our Operation Budget Summary is an allocation of \$959,879.00 for the GVI Fellows Program. These funds are comprised of \$660,000.00 for Personnel Services, \$262,879.00 for Fringe Benefits, \$30,000.00 for Supplies, and \$7,000.00 for Other Services.

Other Services and Charges Summary

Our Other Services and Charges Summary include the following recommended allocations \$50,000.00 for Repair/Maintenance, \$627.00 for Auto Repair/Maintenance, \$2,500.00 for Rental of Machines/Equipment, \$24,800.00 for Training, \$52,800.00 for Communication, \$30,600.00 for Advertising/Promotion, \$8,123.00 for Transportation-non-Travel, \$10,000.00 for Travel, \$35,000.00 for Purchase of Bulk Airline Tickets, \$2,531.00 for Other Services NOC, and \$580,960.00 for Professional Services with total of \$797,941.00.



GENERAL FUND OPERATING BUDGET OTHER SERVICES AND CHARGES RECOMMENDED		
Repair/Maintenance	\$50,000.00	6.27%
Auto Repair/Maintenance	\$627.00	0.08%
Rental of Machines/Equipment	\$2,500.00	0.31%
Professional Services	\$580,960.00	72.81%
Training	\$24,800.00	3.11%
Communication	\$52,800.00	6.62%
Advertising & Promotion	\$30,600.00	3.83%
Transportation-Not-Travel	\$8,123.00	1.02%
Travel	\$10,000.00	1.25%
Purchase Bulk Airline Ticket	\$35,000.00	4.39%
Other Services NOC	\$2,531.00	0.32%
TOTAL	\$797,941.00	

Other Services and Charges including Miscellaneous Funds

Other Services and Charges including Miscellaneous Funds include the following recommended allocations: \$50,000.00 for Repair/Maintenance, \$627.00 for Auto Repair/Maintenance, \$10,988.00 for Rental of Land/Buildings, \$12,500.00 for Rental of Machines/Equipment, \$987,225.00 for Professional Services, \$27,300.00 for Training, \$52,800.00 for Communication, \$40,600.00 for Advertising and

Promotion, \$10,000.00 for Printing and Binding, \$14,623.00 for Transportation-Not-Travel, \$11,000.00 for Travel, \$51,000.00 for Purchase Bulk Airline Ticket, \$58,421,671.00 for Insurance, \$2,531.00 for Other Services NOC with a total of \$59,692,865.00.

GENERAL FUND OTHER SERVICES AND CHARGES INCLUDING MISCELLANEOUS FUNDS		
Repair/Maintenance	\$50,000.00	0.08%
Auto Repair/Maintenance	\$627.00	0.00%
Rental of Land/Buildings	\$10,988.00	0.02%
Rental of Machines/Equipment	\$12,500.00	0.02%
Professional Services	\$987,225.00	1.65%
Training	\$27,300.00	0.05%
Communication	\$52,800.00	0.09%
Advertising & Promotion	\$40,600.00	0.07%
Printing & Binding	\$10,000.00	0.02%
Transportation-Not-Travel	\$14,623.00	0.02%
Travel	\$11,000.00	0.02%
Purchase Bulk Airline Ticket	\$51,000.00	0.09%
Insurance	\$58,421,671.00	97.87%
Other Services NOC	\$2,531.00	0.00%
TOTAL	\$59,692,865.00	

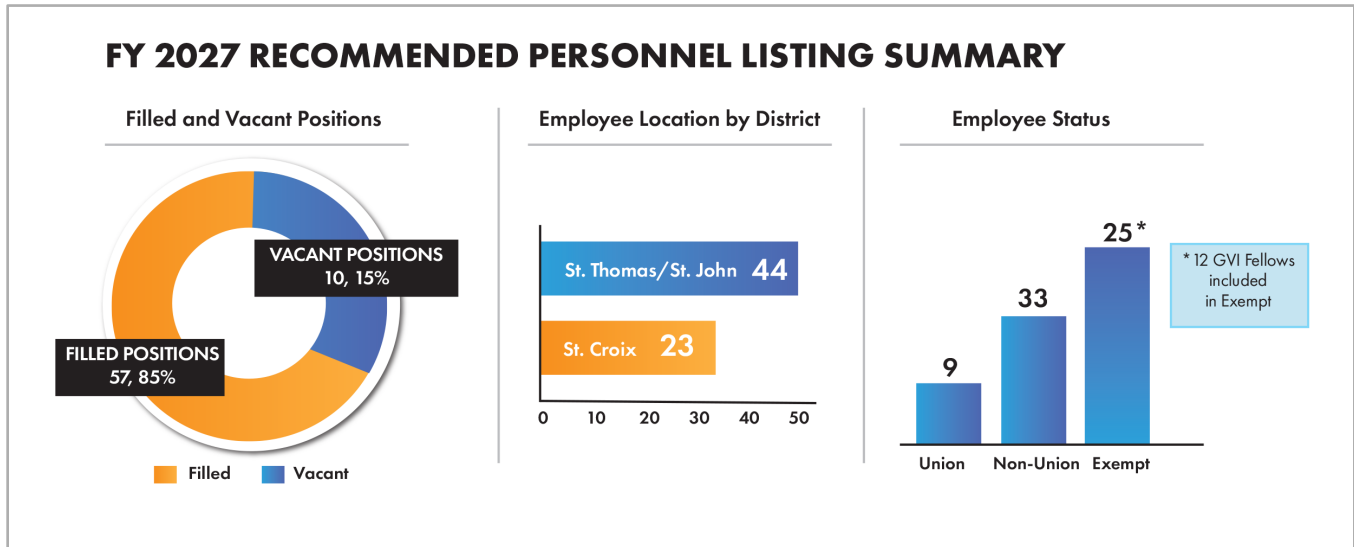
Indirect Cost Summary

The Indirect Cost Fund includes \$48,000.00 for Supplies, \$354,500.00 for Other Services and Charges, and \$187,500.00 for Utilities with a total amount of \$590,000.

FY 2027 RECOMMENDED INDIRECT COST SUMMARY	
SUPPLIES	
Office Supplies	\$10,000.00
Operating Supplies	\$10,000.00
Small Tools and Minor Equipment	\$28,000.00
	\$48,000.00
OTHER SERVICES	
Rental of Land/Building	\$316,388.00
Advertising & Promotion	\$20,000.00
Transportation-Not Travel	\$2,112.00
Travel	\$10,000.00
Purchase Bulk Airline	\$6,000.00
	\$354,500.00
UTILITIES	
Electricity	\$186,000.00
Water	\$1,500.00
	\$187,500.00
TOTAL	\$590,000.00

Personnel Services

The recommended Personnel Services positions total 67. This includes 57 filled positions and 10 vacant positions. Of the 67 recommended positions, 44 are in the St. Thomas/St. John District, and 23 are in the St. Croix District. Among these positions, 9 are union-represented, 33 are classified as non-union, and 25 are exempt. Twelve of the 25 exempt positions are allocated to the GVI Fellows Program.



FY 2027 OMB RECOMMENDED BUDGET										
GENERAL FUND	FY'27 RECOMM	%	GVI FELLOWS PROGRAM	FY'27 RECOMM	INDIRECT COST FUND	FY'27 RECOMM	TRAINING REVOLVING	FY'27 RECOMM	COMBINE RECOMM. BUDGET FY'27	TOTAL
Personnel Services	\$3,635,884	5.57%	Personnel Services	\$660,000	Personnel Services	\$-0-	Personnel Services		Personnel Services	\$ 4,295,884
Fringe Benefits	\$1,785,758	2.73%	Fringe Benefits	\$262,879	Fringe Benefits	\$-0-	Fringe Benefits		Fringe Benefits	\$ 2,048,637
Supplies	\$106,471	0.16%	Supplies	\$30,000	Supplies	\$48,000	Supplies		Supplies	\$ 184,471
Other Services & Charges	\$797,941	1.22%	Other Services & Charges	\$7,000	Other Services & Charges	\$354,500	Other Services & Charges	\$45,000	Other Services & Charges	\$ 1,204,441
Public Utilities	\$-0-	0.00%	Public Utilities	\$-0-	Public Utilities	\$187,500	Public Utilities		Utilities	\$ 187,500
Capital Outlay/ Equip.	\$50,000	0.08%	Capital Outlay/ Equip.	\$-0-	Capital Outlay/ Equip.	\$-0-	Capital Outlay/ Equip.		Capital Outlay/ Equip.	\$ 50,000
Miscell.	\$58,927,924	90.24%	Miscell.	\$-0-	Miscell.	\$-0-	Miscell.		Miscell.	\$ 58,927,924
TOTAL GEN. FUND	\$65,303,978		TOTAL INDIR. FUND	\$959,879	TOTAL INDIR. FUND	\$590,000	TOTAL INDIR. FUND	\$45,000	GRAND TOTAL	\$ 66,898,857

Human Resources Information Technology

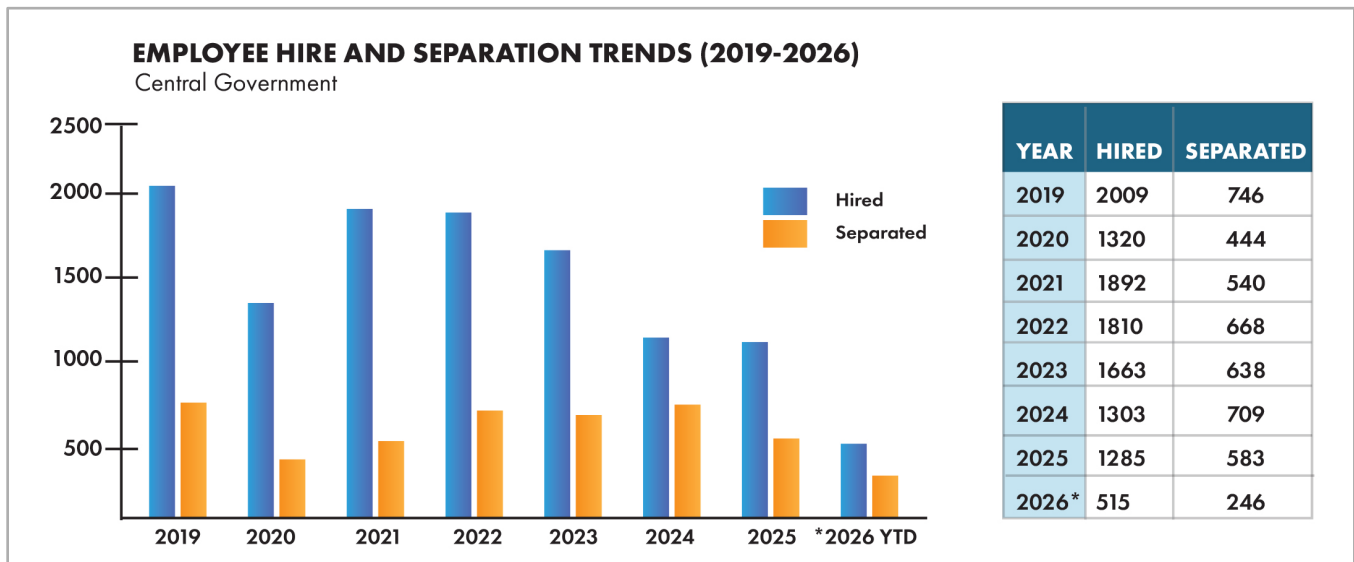
The Human Resources Information Technology (HRIT) Unit provides both technical and administrative assistance, including specialized training on the Enterprise Resource Planning (ERP) system to strengthen the efficiency and effectiveness of HR professionals. In addition, the HRIT Unit is responsible for managing Notices of Personnel Action (NOPA), ensuring personnel transactions are processed accurately and in a timely manner.

To support the Division of Personnel’s key performance indicators (KPIs), HRIT aims to process NOPAs within an average of 5 business days or less and is currently exceeding that goal by processing NOPAs within an average of 2 business days.

Employee Statistical Data

The following tables and charts offer a comprehensive overview of the workforce composition, supporting informed decision-making and strategic planning of the Government of the Virgin Islands.

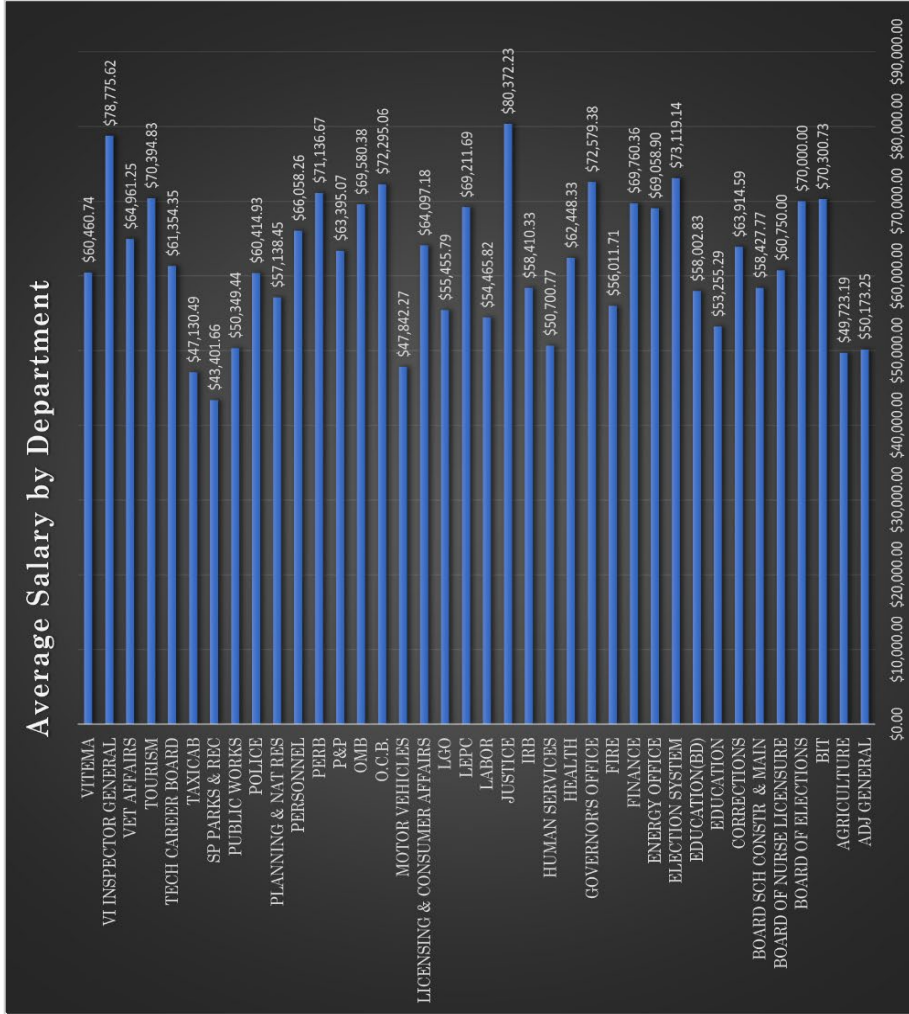
Disclaimer: The figures and data presented are based on records as of May 31, 2026, and may differ from current totals due to ongoing personnel and operational changes.



EMPLOYEE COUNT - CENTRAL GOVERNMENT COMPARISON BY YEAR								
GVI STATS by year	2019	2020	2021	2022	2023	2024	2025	2026 YTD
Classified	4833	4675	4485	4654	4798	4600	4407	4099
Unclassified	1071	1100	1199	1332	1416	1383	1351	1350
Temporary	15	8	0	1	0	19	6	4
Part Time			52	58	70	82	44	40
Per Diem			14	20	245	175	3	57
TOTAL	5919	5783	5750	6065	6529	6259	5811	5550

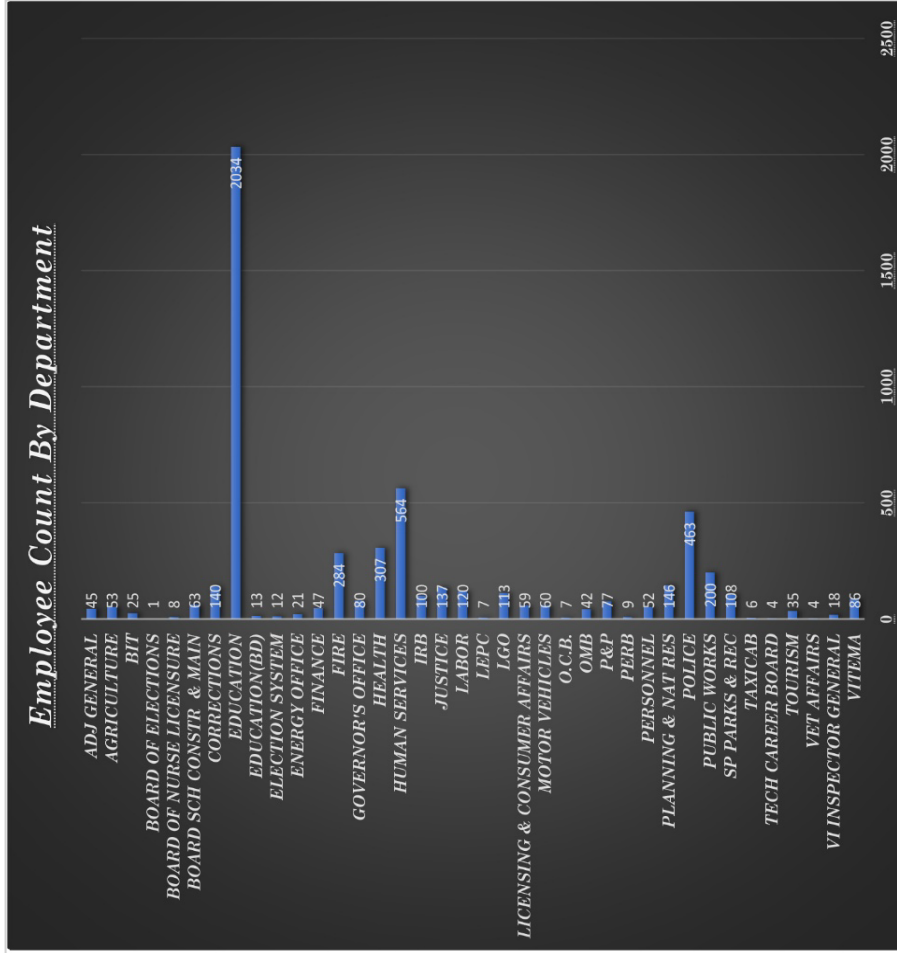
EMPLOYEE COUNT - SEMI/AUTONOMOUS/JUDICIAL/LEGISLATURE COMPARISON BY YEAR						
Government by year	2021	2022	2023	2024	2025	2026 YTD
Central Gov't	5570	6065	6529	6259	5811	5550
Semi-Autonomous	3415	3313	3453	3322	3601	3750
Judicial Branch	300	309	304	313	312	312
Legislature	213	236	332	220	217	213
TOTAL	9928	9923	10618	10114	9941	9825

DEPARTMENT	Average of Annual
ADJ GENERAL	\$50,173.25
AGRICULTURE	\$49,723.19
BIT	\$70,300.73
BOARD OF ELECTIONS	\$70,000.00
BOARD OF NURSE LICENSURE	\$60,750.00
BOARD SCH CONSTR & MAIN	\$58,427.77
CORRECTIONS	\$63,914.59
EDUCATION	\$53,255.29
EDUCATION(BD)	\$58,002.83
ELECTION SYSTEM	\$73,119.14
ENERGY OFFICE	\$69,058.90
FINANCE	\$69,760.36
FIRE	\$56,011.71
GOVERNOR'S OFFICE	\$72,579.38
HEALTH	\$62,448.33
HUMAN SERVICES	\$50,700.77
IRB	\$58,410.33
JUSTICE	\$80,372.23
LABOR	\$54,465.82
LEPC	\$69,211.69
LGO	\$55,455.79
LICENSING & CONSUMER AFFAIRS	\$64,097.18
MOTOR VEHICLES	\$47,842.27
O.C.B.	\$72,295.06
OMB	\$69,580.38
P&P	\$63,395.07
PERB	\$71,136.67
PERSONNEL	\$66,058.26
PLANNING & NAT RES	\$57,138.45
POLICE	\$60,414.93
PUBLIC WORKS	\$50,349.44
SP PARKS & REC	\$43,401.66
TAXICAB	\$47,130.49
TECH CAREER BOARD	\$61,354.35
TOURISM	\$70,394.83
VET AFFAIRS	\$64,961.25
VI INSPECTOR GENERAL	\$78,775.62
VITEMA	\$60,460.74
Grand Total	\$56,594.97



Disclaimer: Average salary figures do not include fringe benefits and should not be interpreted as total employee compensation.

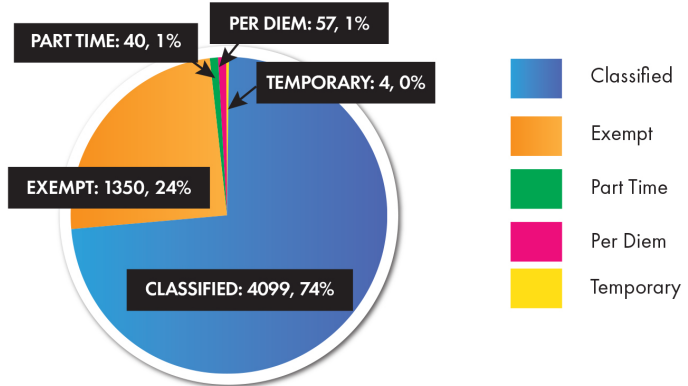
DEPARTMENT	EMPLOYEE COUNT
VITEMA	86
VI INSPECTOR GENERAL	18
VET AFFAIRS	4
TOURISM	35
TECH CAREER BOARD	4
TAXICAB	6
SP PARKS & REC	108
PUBLIC WORKS	200
POLICE	463
PLANNING & NAT RES	146
PERSONNEL	52
PERB	9
P&P	77
OMB	42
O.C.B.	7
MOTOR VEHICLES	60
LICENSING & CONSUMER AFFAIRS	59
LGO	113
LEPC	7
LABOR	120
JUSTICE	137
IRB	100
HUMAN SERVICES	564
HEALTH	307
GOVERNOR'S OFFICE	80
FIRE	284
FINANCE	47
ENERGY OFFICE	21
ELECTION SYSTEM	12
EDUCATION(BD)	13
EDUCATION	2034
CORRECTIONS	140
BOARD SCH CONSTR & MAIN	63
BOARD OF NURSE LICENSURE	8
BOARD OF ELECTIONS	1
BIT	25
AGRICULTURE	53
ADJ GENERAL	45
Grand Total	5550



EMPLOYEE STATUS COUNT

Central Government

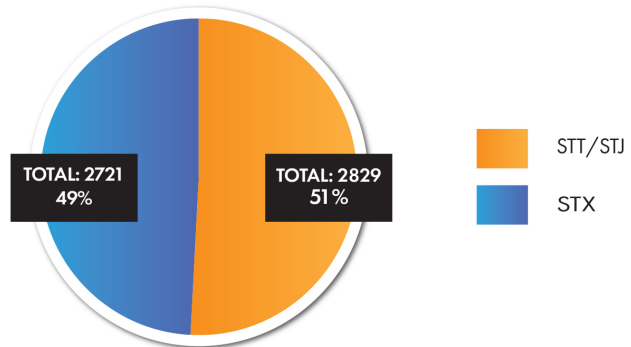
EMPLOYEE STATUS	COUNT
Classified	4099
Exempt	1350
Part Time	40
Per Diem	57
Temporary	4
TOTAL	5550



EMPLOYEE COUNT BY DISTRICT

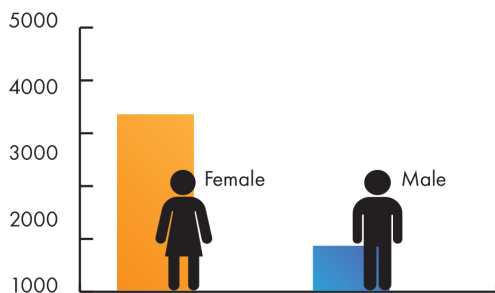
Central Government

DISTRICT	COUNT
STT/STJ	2829
STX	2721
TOTAL	5550



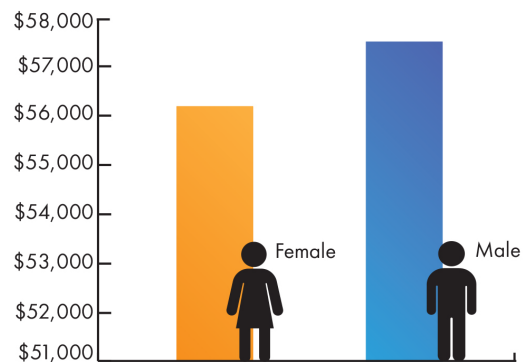
EMPLOYEE COUNT - GENDER

Central Government



GENDER	COUNT
FEMALE	3788
MALE	1762
TOTAL	5550

AVERAGE SALARY - GENDER



GENDER	SALARY
FEMALE	\$ 56,140
MALE	\$ 57,572
TOTAL	\$ 56,595

Group Health Insurance and Wellness

Our Group Health Insurance and Wellness (GHIW) Unit administers the medical, dental, vision and life insurance plans for active employees, retirees and their dependents as negotiated by the Government Employees Service Commission (GESC) Health Insurance Board. The GHIW team also provides health insurance outreach and administers the GVI Wellness Program.

Enrollment

As of May 2026, we have provided health insurance coverage to approximately 14,080 members of that number 6,957 are active employees, 1,113 are Cigna retirees (under the age of 65); and 6505 are retirees covered by UnitedHealthcare. We currently have over 19,370 members (including dependents) covered under the GVI health insurance program this include spouses and dependents.

Insurance Costs

Currently, we have paid \$132,732,592.58 in health insurance premiums. The Government of the Virgin Islands pays 73% of this amount, which is \$80,106,417.96, and employees pay 27% of this share which is \$29,628,401.17.

GROUP HEALTH INSURANCE CARRIER PAYMENTS			
Carrier	Total Paid	Employer Share	Employee Share
Cigna	\$109,734,819.13	\$80,106,417.96	\$29,628,401.17
United Healthcare	\$15,053,316.65	\$10,988,921.15	\$4,064,395.50
Standard Life	\$ 7,312,341.70		
Standard Vision	\$ 439,859.88		
Cigna Supplements	\$192,255.27		

Government Employees Service Commission Election Summary

In accordance with Title 3, Chapter 1, Section 6(b) of the Virgin Islands Code this election, held every two years was administered by the Division of Personnel, last November. To encourage full participation and prevent disenfranchisement, the Division of Personnel provided employees and retirees with multiple voting options over a three-day period, including in-person, online, and absentee ballots. The cost totaled \$6,836.00 and should be taken into consideration when developing DOP's FY 2028 budget request.

GVI Wellness Program

The GVI Wellness Program continues to advance its mission of promoting a healthier and more resilient workforce through comprehensive, evidence-based wellness initiatives. To enhance employee participation and engagement, we restructured the program's events and activities by introducing a blend of new and established wellness offerings. These efforts resulted in increased employee engagement, expanded access to wellness resources, and strengthened collaboration among agencies and districts. Program participants continue to report positive outcomes in key health indicators, including improved

sleep quality, reduced stress levels, increased physical activity, greater self-awareness, and enhanced overall vitality.

In addition, the Division of Personnel administers several employee wellness initiatives, including the MotivateMe® Wellness Incentive Program, the Employee Assistance Program (EAP), and the Omada® Program.

GVI WELLNESS PROGRAMMING	DISTRICT	DISTRICT	PARTICIPANTS
Health and Wellness Events and Activities			
FitForce Free Gym Membership partner w/ LEGVI	St. Croix	St. Thomas & St. John	8949* (<i>waitlist 529</i>)
GVI Wellness Fitness Program: Fit 4 Life Program	St. Croix		2385
GVI Wellness Fitness Program: Fusion Fitness Program		St. Thomas & St. John	1585
GVI Wellness Bowling League	St. Croix		160
My Biofix Behavioral Change Program		St. Thomas & St. John	221
Battle of the Agencies – Beach Edition	St. Croix	St. Thomas & St. John	890
Healthy Cooking Class	St. Croix	St. Thomas & St. John	40
Heart-to-Heart Silent Headphone Walk partner w/ VIDOH		St. Thomas & St. John	224
TEAM (Tennis Enrichment and Academic Mentoring)		St. Thomas & St. John	349
Wellness Fete partner w/LEGVI		St. Thomas & St. John	116
2026 Annual Health and Wellness Expo and Produce Distribution	St. Croix (July 24, 2026)	St. Thomas & St. John (July 30, 2026)	TBD
Health and Lifestyle Workshops			
Cigna Webinar: Healthy Life Tips for Women	Virtual		331
Omada Webinar: Pressing Pause (Improving Sleep)	Virtual		247
Cigna Webinar: Wellness for Women: Midlife and Beyond	Virtual		309
Cigna Webinar: Healthy Tips for Men's	Virtual		239
Omada Webinar: Move for Your Health	Virtual		275

*As of June 19, 2026.

Recruitment and Classification

The Recruitment and Classification (R&C) unit of the Division of Personnel plays a crucial role in supporting the central government’s efforts to recruit and retain top talent. By standardizing and streamlining the classification and recruitment processes, enhancing talent acquisition efforts, and providing guidance and technical support to human resources professionals across government agencies.

Hiring Trends – Referred Candidates

The highest number of candidate referrals to GVI agencies occurred in May 2026, reflecting peak recruitment activity during those periods. The table below provides a detailed overview of current trends across our central government agencies.

NEOGOV Referred Candidates FY24		NEOGOV Referred Candidates FY 25		NEOGOV Referred Candidates FY 26	
Month/Year	# of Candidates	Month/Year	# of Candidates	Month/Year	# of Candidates
October/23	255	October/24	425	October/25	552
November/23	216	November/24	379	November/25	168
December/23	291	December/24	330	December/25	294
January/24	499	January/25	261	January/26	316
February/24	259	February/25	492	February/26	488
March/24	183	March/25	209	March/26	515
April/24	196	April/25	659	April/26	466
May/24	125	May/25	190	May/26	757*
June/24	446	June/25	639		
July/24	407	July/25	310		
August/24	341	August/25	657		
September/24	453	September/25	326		
TOTAL	3671	TOTAL	4,877	*TOTAL YTD	3556

Recruitment Outreach Activities

At outreach events, our Recruitment team actively promotes the Government of the Virgin Islands as an employer of choice. Team members engage directly with job seekers to discuss career pathways, highlight high-demand employment opportunities, and provide personalized guidance throughout the application process. To date, our recruitment specialists have participated in 12 recruitment initiatives, including the Department of Labor’s Rapid Response event at the Carambola Resort. In partnership with the Department of Labor, our annual joint Career Fair will be held this September, connecting job seekers with employment opportunities across the Government of the Virgin Islands and the private sector.

R&C OUTREACH ACTIVITIES	FY 2023	FY 2024	FY 2025	FY 2026
St. Croix	10	14	10	8
St. Thomas/St. John	7	7	8	4
TOTAL	17	21	18	12

Career Examinations Summary

Career examinations remain a critical component of the GVI’s merit-based recruitment and promotional process. During Fiscal Year 2026, the Recruitment and Classification Division administered examinations in support of workforce needs for the Virgin Islands Fire and Emergency Medical Services, the Virgin Islands Bureau of Corrections, the Virgin Islands Territorial Emergency Management Agency, and the Virgin Islands Police Department.

These examinations supported both entry-level recruitment and promotional opportunities, contributing to the development of a skilled and capable workforce dedicated to serving the residents of the Virgin Islands.

The table below provides a breakdown of FY 2026 examinations and the number of candidates referred for consideration by the respective agencies.

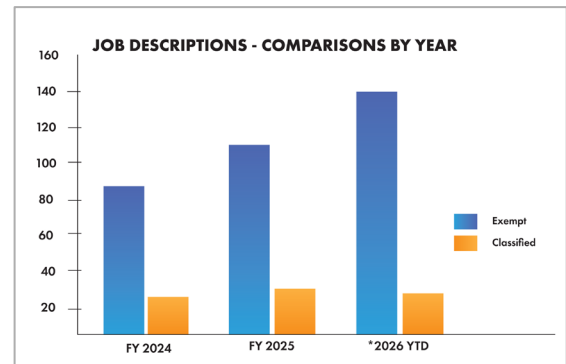
PROMOTIONAL EXAMS				
DEPARTMENT AND AGENCY	TYPE OF EXAMS	FREQUENCY OF EXAMS	INDIVIDUALS SIGNED UP	PASSED ON RANKING LIST
VI Fire and Emergency Medical Services	Fire Captain	In accordance with CBA	4	3
VI Fire and Emergency Medical Services	Fire Lieutenant	In accordance with CBA	8	8
VI Police Department	Police Captain	In accordance with CBA	17	6
VI Police Department	Police Lieutenant	In accordance with CBA	25	2

ENTRANCE EXAMS								
DEPARTMENT AND AGENCY	TYPE OF EXAMS	FREQUENCY OF EXAMS	INDIVIDUALS SIGNED UP	ELIGIBLE	WAIVED	TOTAL TESTED	TOTAL PASSED	TOTAL REFERRED
Bureau of Corrections	Correction Officer	Quarterly	85	54	12	16	7	19
VI Territorial Emergency Management Agency	Emergency Call Center Operator	As needed	129	73	0	48	19	19

Upcoming examinations for the remainder of Fiscal Year 2026 include the Bureau of Corrections' entry-level Correction Officer Quarterly Exam, with registration scheduled to begin in July.

Job Descriptions

The Division remains committed to enhancing the accuracy, consistency, and transparency of job descriptions across the Government of the Virgin Islands. In FY 2025, the Division finalized 142 job descriptions. As of FY 2026, 102 job descriptions have been completed to date.



Retirees Return to Work Program

The Retirees' Reentering Program (RRP) was developed to address the workforce shortfalls in the Government of the Virgin Islands as well as bring back into service the professional skills needed of retired employees. This program is governed by ACT No. 8560, as amended by ACT No. 8690; which establishes guidelines for retirees seeking to reenter government service while maintaining their annuity. The RRP remains an important workforce strategy for the Government of the Virgin Islands, enabling agencies to address critical staffing shortages while preserving institutional knowledge and operational continuity. Currently, there are 12 members participating in the program.

The Legislature originally authorized retirees to reenter government service for a period of up to 3 years while continuing to receive their retirement annuity. Subsequent amendments expanded the allowable participation period for most retirees from 3 years to 6 years. However, the statutory provisions governing nurses, teachers, and police officers were not similarly amended and continue to limit participation to 2 years. As a result, occupational groups that were initially afforded special consideration due to persistent workforce shortages are now subject to shorter participation periods than the general retiree population.

New GS-Pay plan effective October 1, 2026

Effective October 1, 2026, the Government of the U.S. Virgin Islands through Executive Order No. 545-2026 implemented a new General Schedule (GS) pay plan for non-union classified Executive Branch employees. This update places eligible employees into an updated pay structure ensuring a minimum salary of \$35,000 and grants a one-step increase within their assigned grade. Fiscal analysis estimates this will cost \$1.8 million to implement.

Strategy and Organizational Development

The Strategy and Organizational Development (SOD) Unit fosters organizational change through virtual and in-person training offerings that enhance the knowledge and skills of the GVI workforce, while also delivering innovative leadership, professional development, compliance, and project management support.

Training and Workforce Development

During FY 2026, the DOP continued our commitment to workforce development through the delivery of training and professional development opportunities across the GVI. A total of 1,832 individuals participated in our professional development workshops. These initiatives support employee development, enhanced operational effectiveness, and strengthened human resource management practices throughout government agencies.

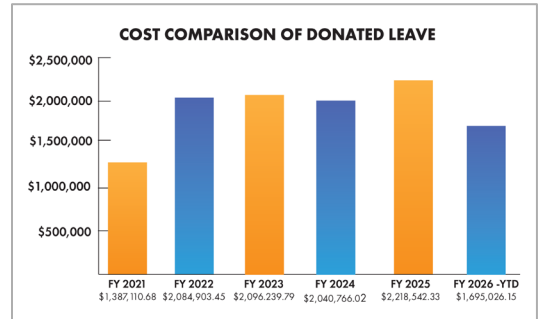
Building on these efforts and our ongoing investment in employee development, the Division has taken a significant step toward modernizing and expanding access to training resources through the implementation of a new Learning Management System (LMS).

We are happy to announce the launch of our new Learning Management System (LMS). This ARPA-funded project, with a cost of \$478,254.00, is scheduled to launch on August 1, 2026. This system will serve as the government's centralized platform for administering, delivering, and tracking employee training across agencies. The LMS enables the assignment of required training, real-time tracking of completion, centralized recordkeeping, certification management, and data-driven reporting to support compliance, workforce planning, and performance oversight. Central government employees will have access to a catalog of over 30,000 free courses.

The system also supports a blended learning model by integrating instructor-led training with online and self-paced learning. Employees will be able to participate in in-person classes, virtual sessions, and structured eLearning programs, while maintaining continuous access to training materials through a single, online system. This approach expands access to training, standardizes delivery, and ensures consistent tracking of learning outcomes across the workforce.

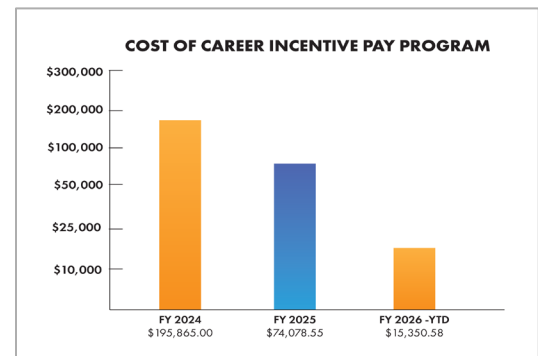
Donated Leave Program

This fiscal year we received a total of 345 donated leave requests. Of these requests, 274 were approved, while seventy-one were denied. The amount of donated leave awarded to date is \$1,695,026.15. The table below provides a cost summary of approved donated leave and a breakdown of donation requests over the past years, offering insight into trends in employee support and program utilization.



Career Incentive Program

The Career Incentive Pay (CIP) Program incentives serve as both a recognition of individual initiative and a strategic investment in workforce capability. The approved applicants received incentive payments totaling \$15,350.58.



GVI Fellows Program

Cohort 4 (August 2024-August 2026)

Cohort 4 consists of 6 Fellows, who rotated through multiple GVI agencies. Five of the fellows found permanent employment. They are currently employed at the following agencies Department of Property and Procurement, Office of Management and Budget, Department of Planning and Natural Resources. The last Fellow in Cohort 4 is finishing their last rotation at the V.I. Territorial Management Agency.

Cohort 5 (October 2025-October 2027)

Cohort 5 consists of 11 Fellows, 6 in St. Thomas and 5 in St. Croix. They are currently in rotation at the Department of Property and Procurement, Department of Public Works, Department of Planning and Natural Resources, Office of Management and Budget, Bureau of Economic Research, Bureau of Information Technology, the V.I. Economic Development Authority, Office of Disaster Recovery, and the Division of Personnel.

Virgin Islands Certified Public Manager® Program

The VI-CPM® Program is a 14-month, nationally accredited management development and certification program. VI-CPM® is co-sponsored by the Division of Personnel and the University of the Virgin Islands and is accredited by the National Certified Public Manager® Consortium. The program’s primary goal is

to improve the performance of public sector managers and supervisors and the organizational performance of state, local, and federal governments.

In 2013, this program was launched in the territory. To date a total of 253 individuals have successfully completed the VI-CPM[®] Program. Cohort seven will conclude in October, it currently has 44 participants, (40 GVI employees and 4 non-GVI. 21 in St. Croix and 22 St. Thomas and St. John) who will earn their Certified Public Manager[®] designation, The VI-CPM[®] program is open to employees within local and federal government agencies, non-profit organizations, and private sector businesses within the U.S. Virgin Islands.

Conclusion

Thank you for the opportunity to present our Fiscal Year 2027 budget proposal. This platform has allowed me to comprehensively outline our commitment to strengthening the government's capability to attract, develop, and retain a well-qualified workforce.

Our budget proposal is not just a financial document; it represents our continued commitment to enhancing recruitment efforts, integrating advanced automation to streamline our processes, and fostering inter-agency collaboration. These initiatives are fundamental to preparing a skilled and capable workforce that will drive the Government of the Virgin Islands forward.

Over the past several years, the Division of Personnel has made significant strides in modernizing operations and delivering impactful results. We facilitated the distribution of over \$41.9 million to retirees as part of the 8% reimbursement initiative, paid out over \$111M in retroactive wages, redeveloped and revised the GS Pay Plan twice to ensure equitable compensation, and streamlined the NOPA process to improve efficiency across government. We advanced workforce development through the acquisition of a Learning Management System that will provide access to more than 30,000 courses, while also implementing an automated employee performance evaluation system to strengthen accountability and performance management.

Additionally, we expanded innovative workforce programs such as the GVI Fellows Program, established a formal Telework Policy to support flexible work environments, and fully automated entry and promotional examinations to enhance transparency and accessibility. Our efforts also include strengthening internal controls through payroll audit enhancements within the Group Health Insurance and Wellness unit, as well as promoting ethical governance through the introduction of ethics training and the implementation of a new code of conduct.

At the Division of Personnel, we have a saying, "We Are Small, But Mighty." And that is because our success is a direct result of the professionalism, expertise, and dedication of our employees. I would also like to take a moment to recognize the hard work and dedication of our Personnel team. Special recognition goes to our 2026 Employees of the Year, Ms. Anita Brooks (St. Thomas/St. John) and Ms. Kristal Francis

(St. Croix), both Insurance Officers in the Group Health Insurance and Wellness Unit. These remarkable women work tirelessly behind the scenes to ensure our government employees receive the guidance, support, and care they deserve.

I also extend my sincere gratitude to the staff of the Division of Personnel for their continued commitment to public service and their efforts to enhance services, implement innovative programs, and support government employees and retirees throughout the Territory.

My staff and I are available to answer any questions you may have regarding our Fiscal Year 2027 Budget Testimony.

Appendix

RENTAL FACILITIES					
LESSOR	ADDRESS	SQ. FT.	ANNUAL RENT	FUNDING SOURCE	TERMS/COMMENTS
GERS	3438 Kronprindsens Gade GERS Complex St. Thomas 00802	10,870	\$ 249,326.00	General	Term 10/01/2022-9/30/2027 (Renewal Option to 9/30/2042)
Golden Orange Center, Inc.	3009 Orange Grove Shopping Center Christiansted St. Croix 00820	5,600	\$ 67,062.00	General	Term 10/01/2025-9/30/2027

VEHICLE SUMMARY									
ACTIVITY CENTER	MAKE	MODEL	YEAR	LICENSE PLATE NO.	FUNDING	LEASE / OWN	CONDITIONS/ COMMENTS	MAINTENANCE COST AMOUNT FY 2025	GAS AMOUNT
DIR. OFFICE STT	CHEVROLET	TRAVERSE	2019	DP-1	GENERAL	OWN	GOOD	\$1,225.15	\$2,640.00
DIR. OFFICE STT	FORD	ESCAPE	2019	DP-6	GENERAL	OWN	GOOD	\$361.78	\$840.00
ADMIN. STX	CHEVROLET	EQUINOX	2020	DP-3	GENERAL	OWN	GOOD	\$2,344.51	\$2,340.00
ADMIN. STX	FORD	ESCAPE	2019	DP-7	GENERAL	OWN	GOOD	\$1,990.55	\$1,100.00

ALL POSITION TITLES	FTE*
Accounting Officer GHI	1
Administrative Client Service Assistant	1
Administrative Support Officer	3
Assistant Director Personnel	1
Associate Chief Group Health Insurance and Wellness	1
Associate Territorial Administrator Recruitment and Classification	1
Benefits Analyst Group Health Insurance	2
Chief Group Health Insurance	1
Chief of Strategy and Organizational Development	1
Chief Technology Officer	1
Contract and Procurement Coordinator	1
Coordinator Financial Services	1
Deputy Director	1
Director	1
DOP Legal Counsel	1
Employee Relations Specialist	3
Executive Assistant	1
GVI Fellow	12

Help Desk Specialist	1
Human Resources Administrative Assistant	1
Human Resources Coordinator	1
H.R.I.T Systems and Operations Manager	1
H.R.I.T Technician	2
H.R.I.T. Technician Manager	1
Human Resources Specialist CPO	2
Insurance Officer	6
Jr. Network Administrator	2
Lead H.R.I.T. Technician	1
Office Support Worker	2
Personnel Records Clerk CPO	1
Public Information Officer	1
Receptionist/Collector	2
Recruitment and Classification Specialist CPO	2
Recruitment and Classification Technician	2
Senior Benefits Analyst Group Health Insurance	1
Senior Recruitment and Classification Specialist CPO	1
Territorial Administrator Recruitment and Classification	1
Training Coordinator	2
TOTAL	67
VACANT POSITIONS	
Administrative Client Service Assistant	1
Associate Territorial Administrator Recruitment and Classification	1
Benefits Analyst Group Health Insurance	1
Benefits Analyst Group Health Insurance	1
Contract and Procurement Coordinator	1
Employee Relations Specialist	1
Insurance Officer	1
Office Support Worker	1
Receptionist/Collector	1
Training Coordinator	1
TOTAL	10

