



# NORFOLK

*Office of the City Manager*

September 24, 2012

Commissioner Paul Galanti  
Virginia Department of Veterans Services  
900 East Main Street  
Richmond, VA 23219  
Courtesy Copy to Deputy Commissioner Bill Janis

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti:

The City of Norfolk, Virginia hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We have received the initial training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs. We understand how we will continue to focus our hiring and retention efforts to specifically hire and retain veterans.

We believe that Veterans (to include serving Guardsmen and Reservists) will play an essential role in the recapitalization of our workforce and will be the future leaders of our business.

The City of Norfolk has over 5000 employees. Over the next fiscal year, the City of Norfolk expects to hire approximately 700 new employees during the period of July 1, 2012 to June 30, 2013, of which we intend to hire 105 (15%) Veterans. We anticipate retaining those veterans for at least 1 year and will take action to facilitate their retention.

We are very proud of the fact that since 2008, we have hired a total of 2,931 employees (excluding youth program participants), of which approximately 400 (13%) were Veterans and we retained approximately 281 of the 400 (70%) for at least one year. Out of the 693 employees hired during the 2012 fiscal year, 82 were veterans (approximately 12%). The City of Norfolk is successful because of Veterans.

We are excited to do our part in the Commonwealth of Virginia to re-capitalize our workforce with Veterans thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

Sincerely,

A handwritten signature in black ink, appearing to read "Marcus D. Jones".

Marcus D. Jones  
City Manager