



City of Virginia Beach

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February 18, 2013

Commissioner Paul Galanti
Virginia Department of Veterans Services
900 East Main Street
Richmond, VA 23219

RE: Request for Virginia Values Veterans Bronze Level Certification

Dear Commissioner Galanti:

The City of Virginia Beach Fire Department 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.

The City of Virginia Beach has a long and proud relationship with the United States military and is home to several military facilities including the Navy's East Coast master jet base, Naval Air Station Oceana. We believe that Veterans, including 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 Virginia Beach Fire Department has over 450 employees. Over the next eighteen months the City of Virginia Beach Fire Department projects to hire thirty (30) employees with a goal to hire at least ten (10) Veterans. We anticipate retaining those Veterans for at least one (1) year and will take action to facilitate their retention.

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.

Respectfully Submitted,

Steven R. Cover
Fire Chief