



**Chesterfield County, Virginia  
County Administration**

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**JAMES J.L. STEGMAIER**  
County Administrator

March 25, 2013

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:

Chesterfield County government hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We have received the 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 hire and retain veterans.

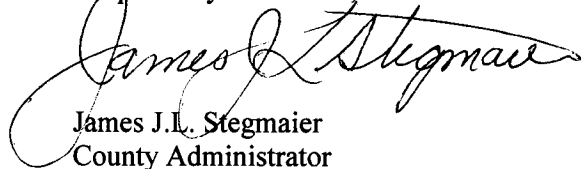
We believe veterans, to include serving Guardsmen and Reservists, will play an essential role in the recapitalization of our workforce and will be future leaders in our organization.

Chesterfield County is a local government and has approximately 4,000 employees with regular hiring requirements. Over the next year, Chesterfield County projects to hire approximately 400 new full and part-time employees during the period of July 2012 to June 2013, with a goal of hiring 10% veterans. We anticipate retaining those employees who meet performance expectations for at least one year, and will make proactive efforts to facilitate their retention.

We are very proud of the fact that the county currently employs 319 veterans. In FY12, 64% of the county's applicant pool claimed veteran's status up from 59% in FY11.

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,

  
James J.L. Stegmaier  
County Administrator

cc: Mary Martin Selby, Director of HR Services