



Fiscal Year 2026

Budget Testimony



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



FY 2026 BUDGET HEARING TESTIMONY
PRESENTED BY CINDY L. RICHARDSON, DIRECTOR
DIVISION OF PERSONNEL

EARL B. OTTLEY LEGISLATIVE CHAMBERS
JUNE 26, 2025

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Introduction

A pleasant good afternoon to the Honorable Novelle Francis, Jr., Chairperson of the Committee on Budget, Appropriations, and Finance; the Honorable Marvin Blyden, Vice Chairperson of the Committee on Budget, Appropriations, and Finance; other Committee Members; Senators in attendance; and the listening and viewing audience.

My name is Cindy L. Richardson, and I am the Director of the Division of Personnel. Accompanying me today are members of our management team: Florine Audain-Hassell, Assistant Director; Valcina Quashie, Deputy Director; Cordell Rhymer Jr., Chief of Human Resources Information Technology; Valerie Daley, Chief of Group Health Insurance and Wellness; Gabriel Knight, Chief Strategy and Organizational Development Officer; Millicent Aubain, Territorial Administrator of Recruitment and Classification; and Aliya Felix Blyden, Esq., Legal Counsel. Sitting in the chambers are our Public Information Officer, Jo Ann Carr, and Executive Assistant, Janice Dennis-Freeman.

Thank you for the opportunity to provide testimony before this body today in support of our proposed budget for Fiscal Year 2026. At the Division of Personnel, we are committed to building a modern workforce for the Government of the Virgin Islands. As the central government's human resources agency, we support departments in improving organizational performance, fostering professional development, and retaining a well-qualified, diverse workforce equipped to meet the territory's evolving needs. These tasks are carried out through the following units:

1. Human Resources Information Technology
2. Group Health Insurance and Wellness
3. Recruitment and Classification
4. Strategy and Organizational Development
5. Administrative and Fiscal Services

These accomplishments would not be possible without the dedication and expertise of the Division of Personnel staff. I extend my heartfelt thanks to each member of our team for their continued commitment to excellence and their essential role in advancing our mission.

FY 2026 Budget Overview

Chart 1. Division of Personnel's FY 2026 Total Budget Summary

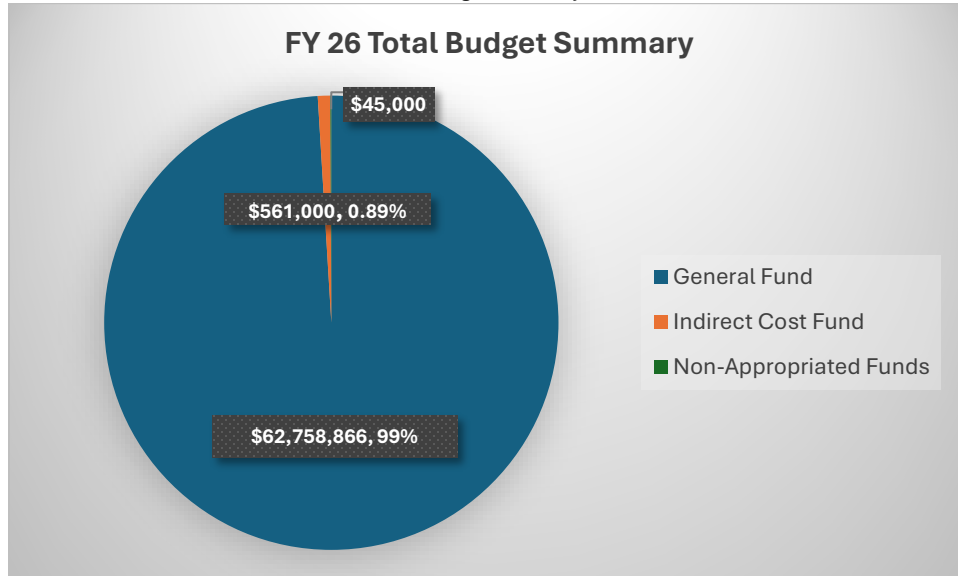


Table 1. Division of Personnel's FY 2026 Total Budget Summary

TOTAL BUDGET SUMMARY		
EXPENSE	ALLOTMENT	PERCENTAGE
General Fund (includes Miscellaneous Budget \$ 56,543,299.00)	\$ 62,758,866.00	99.11%
Indirect Cost Fund	\$ 561,000.00	0.89%
Non-Appropriated Funds	\$ 45,000.00	
TOTAL	\$ 63,364,866.00	

FY 2026 Total Budget Summary

I now present the Fiscal Year 2026 Budget Overview, which outlines the strategic investments required to advance our objectives and fulfill our mandate. Looking ahead, the FY 2026 OMB recommended budget for the Division of Personnel totals \$63,364,866.00. This budget recommendation allocates \$62,758,866 from the General Fund and \$561,000.00 from the Indirect Cost Fund. Additionally, we project revenues of approximately \$45,000 for the Training Revolving Fund. As reflected in this summary, the Miscellaneous Budget allocation has been included; however, a detailed breakdown can be found on page 7, which I will address shortly.

Chart 2. Division of Personnel's FY 2026 Operating Budget Summary

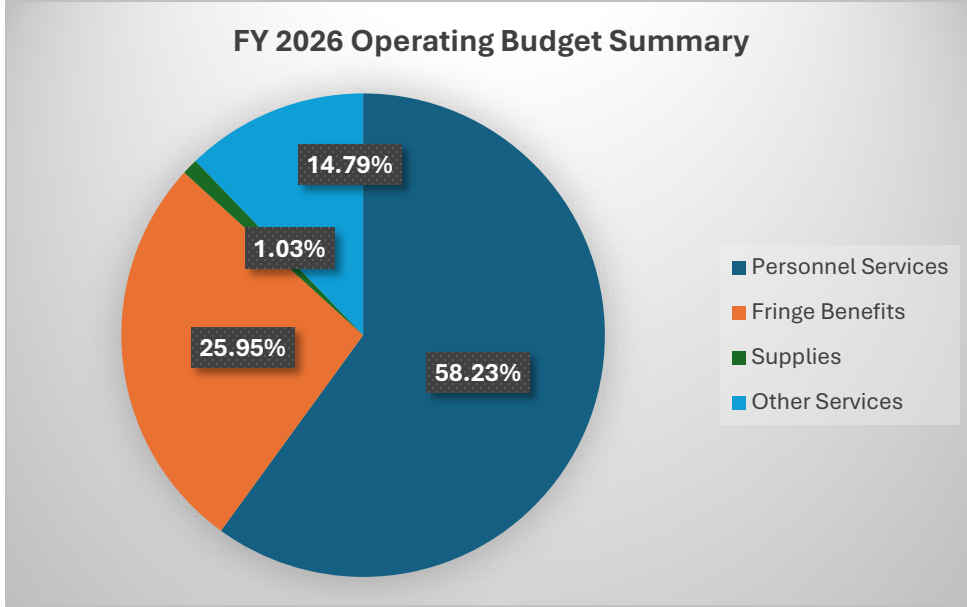


Table 2. Division of Personnel's FY 2026 Operating Budget Summary

FY 2026 OPERATING BUDGET SUMMARY		
EXPENSES	ALLOTMENT	PERCENTAGE
Personnel Services	\$ 4,109,544.00	58.23%
Fringe Benefits	\$ 1,831,274.00	25.95%
Supplies	\$ 73,000.00	1.03%
Other Services and Charges	\$ 1,043,484.82	14.79%
TOTAL	\$ 7,057,302.82	

FY 2026 Operating Budget Summary

Our FY 2026 Operating Budget Summary includes the following allocations \$4,109,544.00 for Personnel Services, \$1,831,274.00 for Fringe Benefits, \$73,000 for Supplies, and \$1,043,484.82 for Other Services and Charges.

Chart 3. Division of Personnel's FY 2026 FY 2026 Miscellaneous Budget Summary

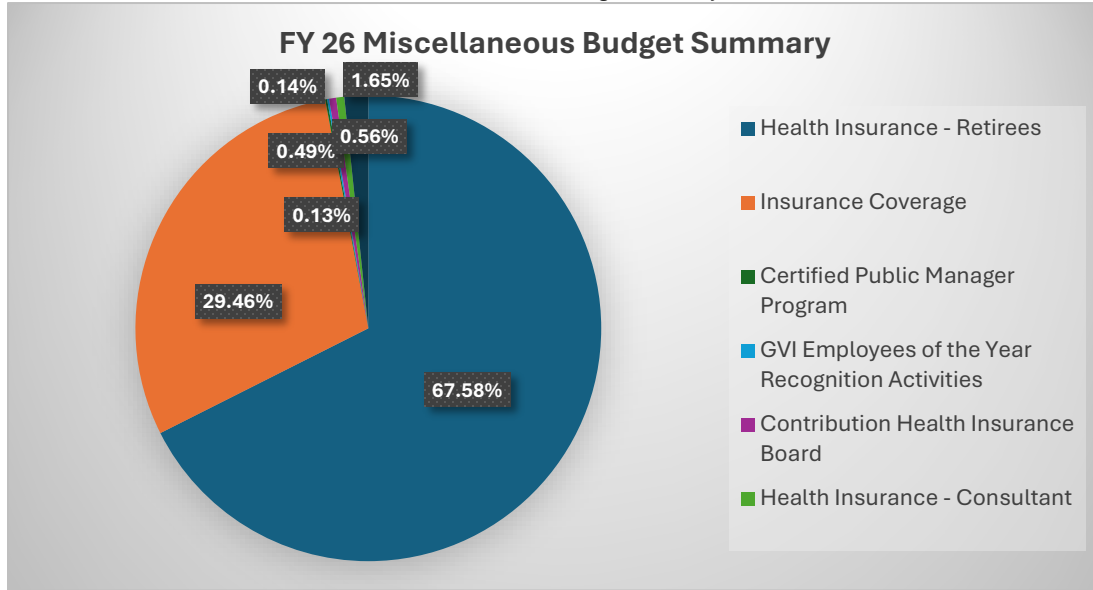


Table 3. Division of Personnel's FY 2026 Operating Budget Summary

FY 2026 MISCELLANEOUS BUDGET SUMMARY		
EXPENSES	ALLOTMENT	PERCENTAGE
Health Insurance for Retirees	\$ 38,210,672.00	67.58%
Insurance Employer/Employee Share	\$ 16,655,891.00	29.46%
GVI Fellows Program	\$ 931,736.00	1.65%
Health Insurance Consultants	\$ 315,000.00	0.56%
Contribution Health Insurance Board	\$ 275,000.00	0.49%
GVI Employees Recognition	\$ 80,000.00	0.14%
Certified Public Manager Program	\$ 75,000.00	0.13%
TOTAL	\$ 56,543,299.00	

FY 2026 Miscellaneous Budget Summary

In our FY 2026 Miscellaneous Budget Summary the following allocations were recommended, \$38,210,672.00 for Health Insurance for Retirees, \$16,655,891.00 Insurance Employer/Employee share, \$931,736.00 for the GVI Fellows Program, \$315,000 for Health Insurance Consultants, \$275,000.00 for our Contribution to the Health Insurance Board, \$80,000.00 for GVI Employees Recognition and \$75,000.00 for the Certified Public Manager Program.

Table 4. Division of Personnel's FY 2026 Other Services and Charges

OTHER SERVICES AND CHARGES	
EXPENSES	ALLOTMENT
Repair/Maintenance	\$ 30,000.00
Auto Repair/Maintenance	\$ 500.00
Rental of Machines/Equipment	\$ 2,500.00
Professional Services	\$ 835,020.82
Training	\$ 22,500.00
Communication	\$ 52,800.00
Advertising & Promotion	\$ 30,000.00
Transportation-Not-Travel	\$ 7,000.00
Travel	\$ 11,000.00
Purchase Bulk Airline Ticket	\$ 38,500.00
Other Services NOC	\$ 13,664.00
TOTAL	\$ 1,043,484.82

Other Services and Charges

The additional amount of \$1,043,484.82 in Other Services includes the following allocations \$30,000.00 for Repair/Maintenance, \$500.00 for Auto Repair/Maintenance, \$2,500.00 for Rental of Machines/Equipment, \$835,020.82 for Professional Services, \$22,500.00 for Training, \$52,800.00 for Communication, \$30,000.00 for Advertising/Promotion, \$7,000.00 for Transportation-non-Travel, \$11,000.00 for Travel, \$38,500.00 and for Purchase of Bulk Airline Tickets, \$13,664.00.

Table 5. Total FY 2026 OMB Recommended Budget

TOTAL FY 2026 OMB RECOMMENDED BUDGET							
General Fund	FY 2026 Recomm	Indirect Cost Fund	FY 2026 Recomm	Training Revolving	FY 2026 Recomm	Combine Recomm. Budget FY 2026	TOTAL
Personnel Services	\$4,109,544.00	Personnel Services		Personnel Services		Personnel Services	\$ 4,109,544.00
Fringe Benefits	\$1,831,274.00	Fringe Benefits		Fringe Benefits		Fringe Benefits	\$ 1,831,274.00
Supplies	\$93,000.00	Supplies	\$13,869.00	Supplies		Supplies	\$ 106,869.00
Other Services & Charges	\$1,043,485.00	Other Services & Charges	\$327,231.00	Other Services & Charges	\$45,000.00	Other Services & Charges	\$ 1,415,716.00
Public Utilities	\$0.00	Public Utilities	\$219,900.00	Public Utilities		Utilities	\$ 219,900.00
Capital Outlay/ Equipment	\$70,000.00	Capital Outlay/ Equipment		Capital Outlay/ Equipment		Capital Outlay/ Equipment	\$ 70,000.00
Miscellaneous	\$55,611,563.00	Miscellaneous		Miscellaneous		Miscellaneous	\$ 55,611,563.00
TOTAL GEN. FUND	\$62,758,866.00	TOTAL INDIR. FUND	\$561,000.00	TOTAL INDIR. FUND	\$45,000.00	GRAND TOTAL	\$63,364,866.00

Table 6. FY 2026 Indirect Cost Fund Summary

INDIRECT COST SUMMARY					
SUPPLIES	RECOMMENDED BUDGET	OTHER SERVICES & CHARGES	RECOMMENDED BUDGET	UTILITIES	RECOMMENDED BUDGET
Office Supplies	\$ 5,000.00	Rental of Land/Building	\$ 295,231.00	Electricity	\$ 218,400.00
Operating Supplies	\$ 2,869.00	Advertising and Promotion	\$ 20,000.00	Water	\$ 1,500.00
Small Tools and Minor Equipment	\$ 6,000.00	Transportation-Not Travel	\$ 2,000.00		
		Travel	\$ 10,000.00		
TOTAL	\$ 13,869.00	TOTAL	\$ 327,231.00	TOTAL	\$ 219,000.00
GRAND TOTAL			\$ 561,000.00		

The breakdown of the Indirect Cost Fund includes \$13,869 for Supplies, \$327,231 for Other Services and Charges, \$219,900 for Utilities, and \$295,231 for Rental of Land/Building.

Table 7. FY 2026 Personnel Listing

FY 2026 PERSONNEL LISTING					
OMB RECOMMENDED POSITIONS		CURRENT FILLED POSITIONS (FY 2025)		VACANT POSITIONS	
District	Employees	District	Employees	District	Employees
STX	19	STX	14	STX	4
STT/STJ	47	STT/STJ	42	STT/STJ	5
		Vacant (STX)	1		
TOTAL	66	TOTAL	57	TOTAL	9

Personnel Listing

The recommended Personnel Services positions for the Division of Personnel total sixty-six (66). This includes fifty-seven (57) positions that are currently filled and nine (9) vacant positions. Of the sixty-six OMB recommended positions, forty-seven (47) are in the St. Thomas/St. John District, and nineteen (19) are in the St. Croix District. Among these positions, seven (7) are union-represented, twenty-eight (28) are classified as non-union, and thirty-one (31) are exempt. Of the thirty-one exempt positions twelve (12) are designated for the GVI Fellows Program.



U.S. Virgin Islands Division
of Personnel



Human Resources Information Technology

The Human Resources Information Technology (HRIT) Unit provides critical support services to various agencies within the Government of the Virgin Islands (GVI). Our team delivers comprehensive technical and clerical assistance, including specialized training on the Enterprise Resource Planning (ERP) system to enhance the effectiveness of HR professionals. Additionally, the unit manages Notices of Personnel Action (NOPAs), ensuring accurate and timely documentation of personnel changes.

GVI Employee Demographics

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

Disclaimer: The data presented was extracted on May 19, 2025, and may have changed by the time of this testimony.

Table 8. GVI Employee Statistical Data – Personnel Actions

GOVERNMENT OF THE VIRGIN ISLANDS PERSONNEL ACTIONS	
DESCRIPTION	EMPLOYEES
Branch Transfer	10
Cancellation	1
Career Incentive	1
Change of Class	3
Change of Title	4
Correction	41
Deceased	6
Dismissal	17
Leave With Pay	1
Leave Without Pay	39
Military Leave Without Pay	1
Miscellaneous	842
Name Change	1
New Hire	126
Position Change	1
Position Reallocation	5
Promotion	98
Rehire	94
Rehire Same Year	1
Resignation	109
Retirement	93
Return to Duty	54
Salary Change	695
Salary Correction	2
Suspension	35
Transfer Between Dept.	63
Transfer Within Dept.	19
TOTAL	2362

Table/Chart 9. GVI Employee Statistical Data

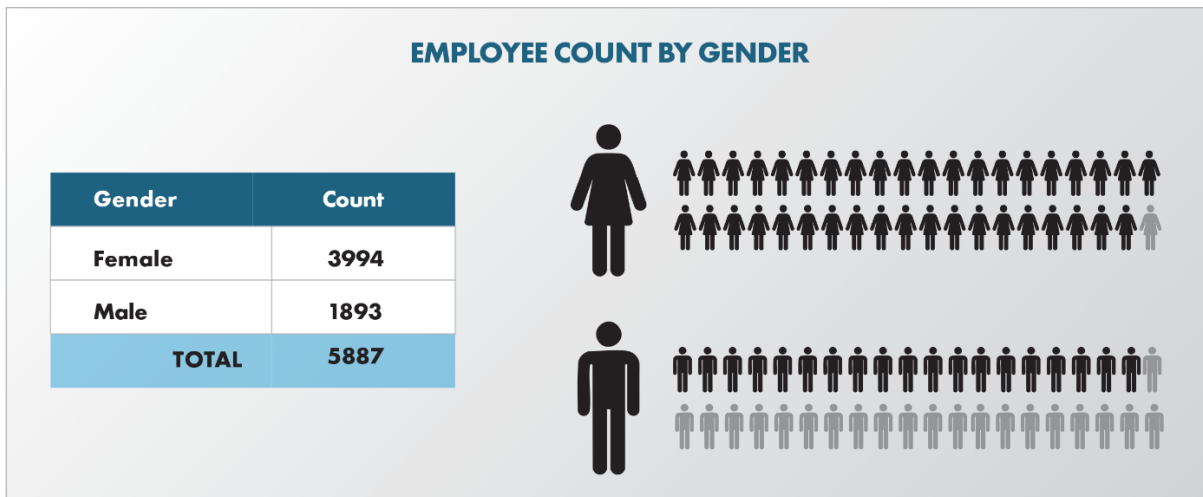
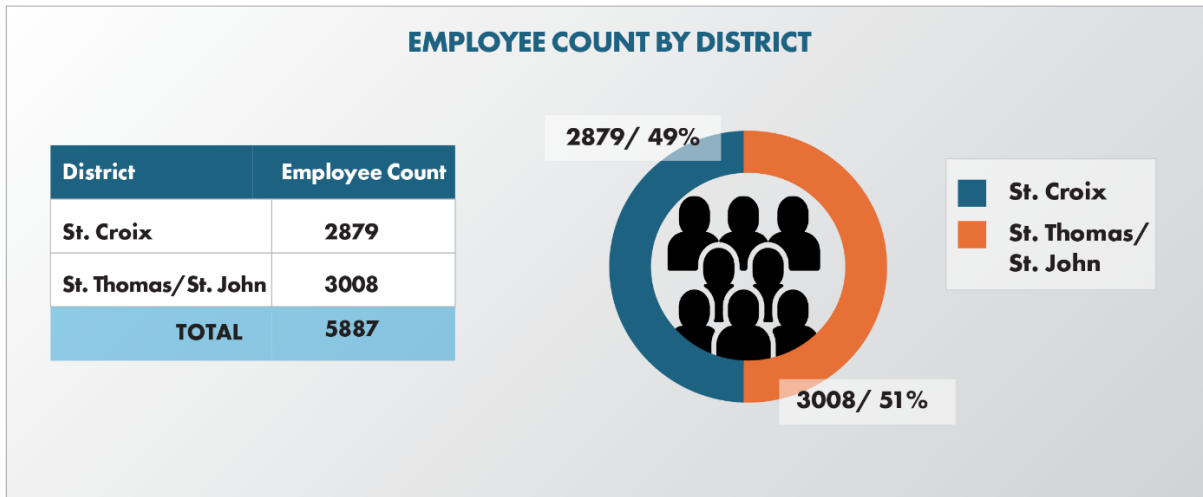
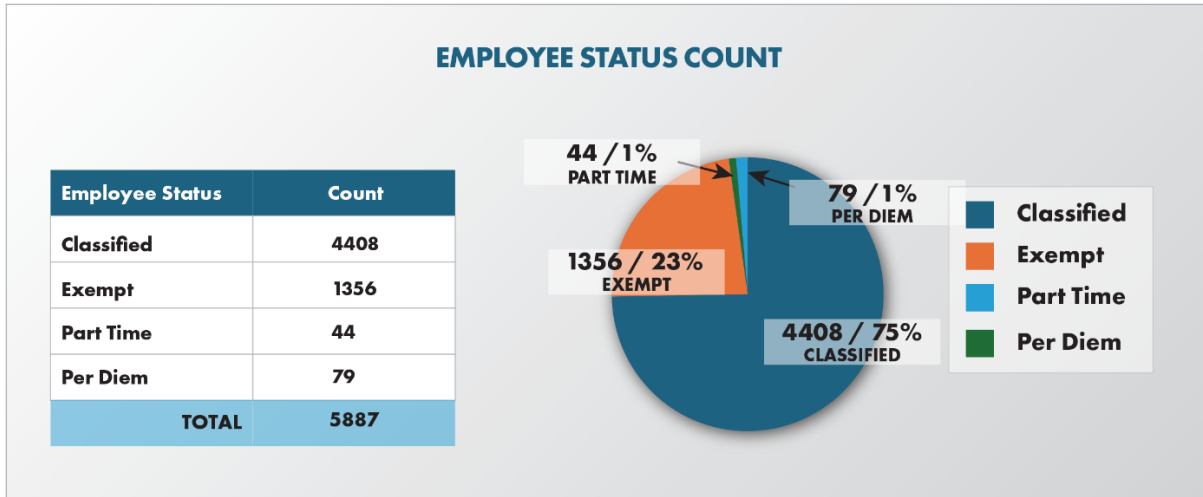


Table 10. GVI Employee Statistical Data - Average Employee Salary by Gender

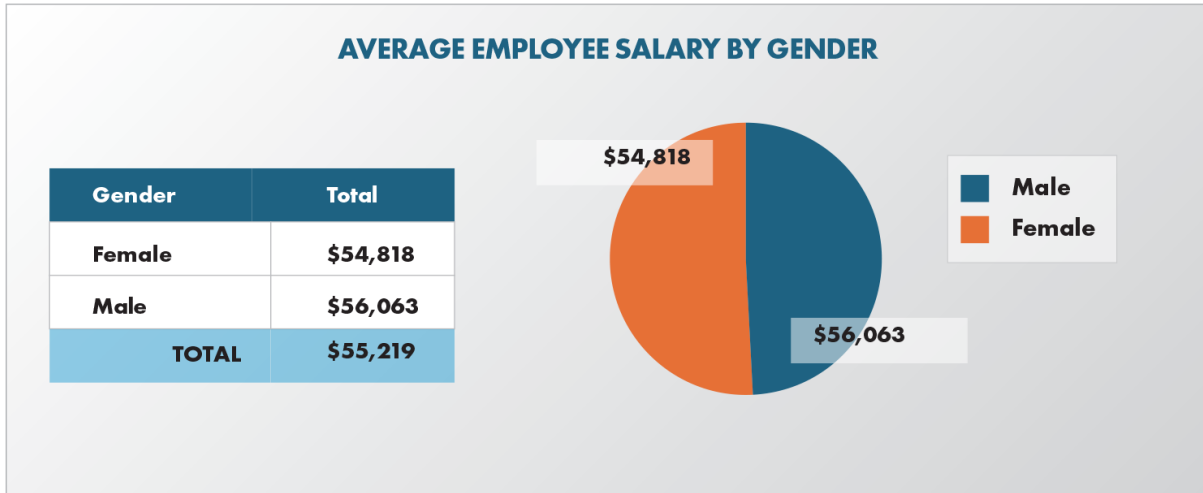


Table 11. GVI Statistical Employee Data – Employee Count by Department

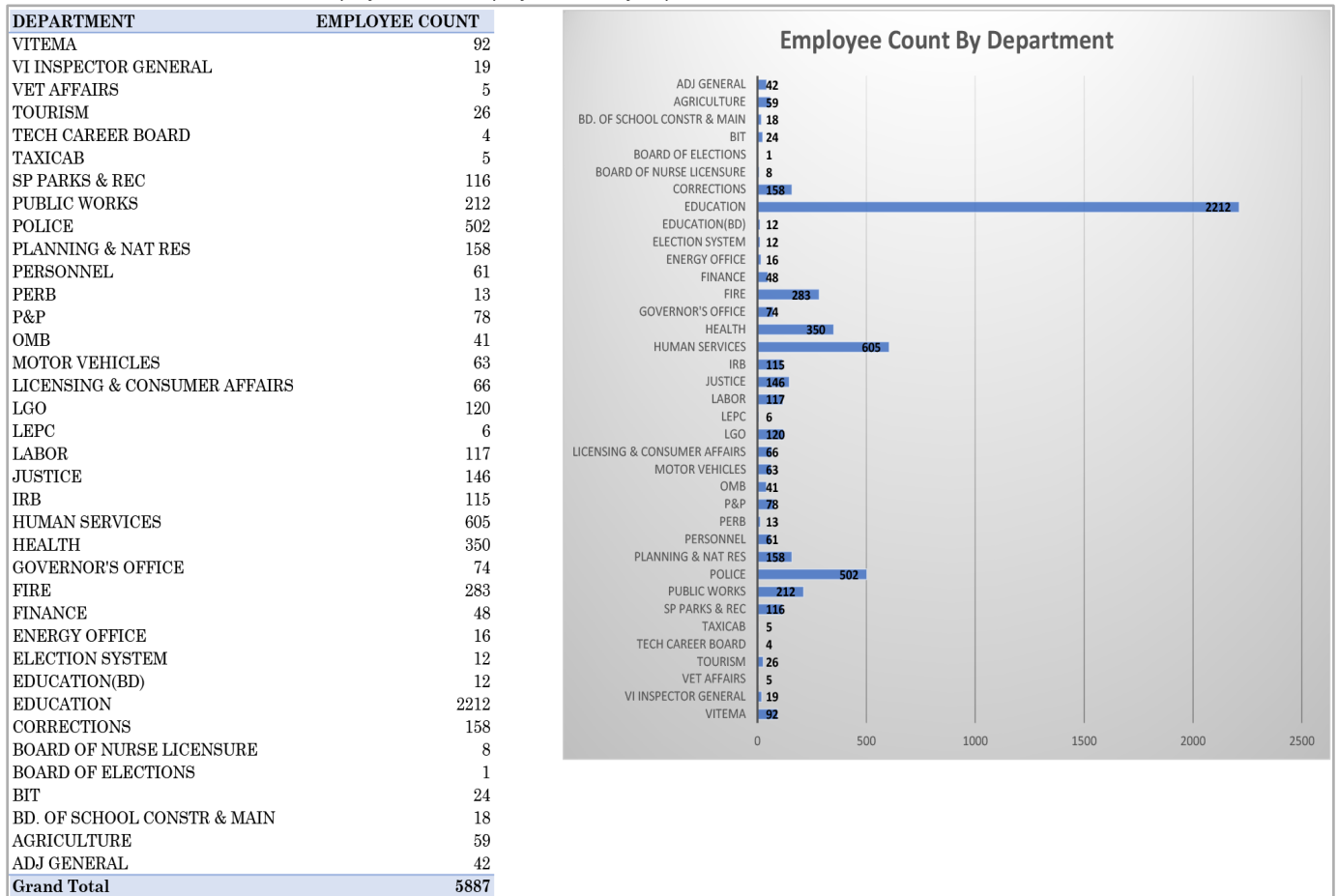


Table 12. GVI Statistical Employee Data – Average Salary Department

DEPARTMENT	Average of Annual
VITEMA	\$56,614.02
VI INSPECTOR GENERAL	\$79,416.38
VET AFFAIRS	\$59,987.80
TOURISM	\$68,361.09
TECH CAREER BOARD	\$61,354.35
TAXICAB	\$52,680.02
SP PARKS & REC	\$38,212.07
PUBLIC WORKS	\$48,812.89
POLICE	\$59,414.04
PLANNING & NAT RES	\$53,781.99
PERSONNEL	\$66,195.10
PERB	\$64,835.42
P&P	\$62,467.05
OMB	\$70,311.26
MOTOR VEHICLES	\$47,439.76
LICENSING & CONSUMER AFFAIRS	\$62,345.22
LGO	\$57,667.52
LEPC	\$69,613.94
LABOR	\$54,248.37
JUSTICE	\$80,349.39
IRB	\$57,010.80
HUMAN SERVICES	\$48,667.97
HEALTH	\$60,458.28
GOVERNOR'S OFFICE	\$68,173.65
FIRE	\$55,643.60
FINANCE	\$69,142.53
ENERGY OFFICE	\$65,588.82
ELECTION SYSTEM	\$73,119.14
EDUCATION(BD)	\$53,214.41
EDUCATION	\$52,030.03
CORRECTIONS	\$61,468.88
BOARD OF NURSE LICENSURE	\$58,875.00
BOARD OF ELECTIONS	\$70,000.00
BIT	\$64,970.03
BD. OF SCHOOL CONSTR & MAIN	\$89,310.56
AGRICULTURE	\$47,221.00
ADJ GENERAL	\$56,771.94
Grand Total	\$55,218.52

Department	Average Salary
ADJ GENERAL	\$56,771.94
AGRICULTURE	\$47,221.00
BD. OF SCHOOL CONSTR & MAIN	\$89,310.56
BIT	\$64,970.03
BOARD OF ELECTIONS	\$70,000.00
BOARD OF NURSE LICENSURE	\$58,875.00
CORRECTIONS	\$61,468.88
EDUCATION	\$52,030.03
EDUCATION(BD)	\$53,214.41
ELECTION SYSTEM	\$73,119.14
ENERGY OFFICE	\$65,588.82
FINANCE	\$69,142.53
FIRE	\$55,643.60
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POLICE	\$59,414.04
PUBLIC WORKS	\$48,812.89
SP PARKS & REC	\$38,212.07
TAXICAB	\$52,680.02
TECH CAREER BOARD	\$61,354.35
TOURISM	\$68,361.09
VET AFFAIRS	\$59,987.80
VI INSPECTOR GENERAL	\$79,416.38
VITEMA	\$56,614.02

Goup Health Insurance and Wellness

The Group Health Insurance (GHI) Unit administers and manages the Government of the Virgin Islands’ group health insurance program, ensuring that employees, retirees, and their eligible dependents have seamless access to their health benefits. In addition, the GHI Unit oversees the GVI Wellness Program, promoting health and well-being across the workforce.

Table 13. Group Health Insurance Cost Summary

Group Health Insurance Coverage Costs				
Description	FY 2024	FY 2025	Cost Increase	%
Health Insurance Coverage (medical, dental, vision and life)	\$206.2M	\$226.1M	+\$19.9M	+9.7%
Monthly Premium Increase			Cost Increase	
Active Employees – Single Coverage			+\$5.11	
Active Employees – Family Medical & Dental			+\$9.31	
Retirees < 65 – Single Coverage			+\$6.97	
Retirees – Family Medical & Dental			+\$12.24	
Employee & Employer Insurance Cost Share – FY 2025				
Contributor	Cost Share		Rate Change	
Employee	27%		+4%	
Employer	73%		+4%	

Group Health Insurance Cost Increase

The group health insurance plan which includes medical, dental, vision, and life insurance has increased from \$206.2 million in FY 2024 to \$226.1 million in FY 2025, representing an increase of approximately \$19.9 million, or 9.7%.

FY 2025 Employer and Employee Cost Share Breakdown

Currently, the cost-sharing structure is:

- Employee share: 27%
- Government share: 73%

During this period:

- The employer’s share increased by \$17,786,893
- The employee’s share increased by \$2,161,380 (*Note: There was no rate increase in 2023.*)

Impact on Premiums

- Employees with single coverage: +\$5.11
- Employees with family medical and dental coverage: +\$9.31
- Retirees under age 65 with single coverage: +\$6.97
- Retirees with family medical and dental coverage: +\$12.24

Both the government and employees experienced a 4% rate increase in FY 2025. However, this still falls short of the 35% employee share stipulated in the current health insurance policy.

Group Health Insurance Plan Members Count

As of the current reporting period, there are 14,125 members in our health insurance plan, listed in the table below. Our next open enrollment is scheduled for August 11th to September 12th

Table 14. Group Health Insurance Enrollment

Group Health Insurance Enrollment	
Participant	Count
Active Employees	7,010
Retirees	7,115
Total	14,125
Cigna Retirees	1,076
UnitedHealthcare Retiree	6,667
Total Insurance Coverage	25,000+ (including dependents)

Insurance Carrier Payments

Our insurance carrier payments from October 1st through May 31st of FY 2025 totaled \$134,550,674.82, as shown in the table below.

Table 15. FY 2025 Group Health Insurance Carrier Payments

FY 2025 Group Health Insurance Carrier Payments*			
Carrier	Total Paid	Employer Share	Employee Share
Cigna	\$ 110,229,519.12	\$ 80,467,548.96	\$ 29,761,970.16
United Healthcare	\$ 15,578,621.45	\$ 11,372,393.66	\$ 4,206,227.79
Standard Life	\$ 8,039,558.72	\$ 285,433.86	
Standard Vision	\$ 498,733.56		
Cigna Supplements	\$ 204,241.97		
Total	\$ 134,550,674.82	\$ 96,331,604.27	\$ 33,968,197.95

The GESC Health Insurance Board is currently negotiating new contracts. Based on current claims experience, there is a possibility of a rate increase for Fiscal Year 2026, effective October 1, 2025. However, the Division of Personnel and the Board are actively exploring creative strategies to minimize any potential increase for employees. While the existing contract does not require a new bid until 2028, competitive bidding is mandated every five years.

GVI Wellness Program

We are pleased to announce the return of two of our most anticipated GVI Wellness events, designed to promote health, camaraderie, and fun across our government agencies.

The first event is our *Annual Health and Wellness Expo*. This event will bring together healthcare providers, wellness vendors, and fitness experts to offer free health screenings, mental health strategies cooking demos, and more. On St. Thomas: Tuesday, July 16, 2025, and on St. Croix: Thursday, July 25, 2025. We encourage all GVI employees to register and fully participate in this engaging and empowering experience.

The second event is *The Battle of the Agencies: Beach Edition* which takes place: On St. Thomas: Friday, August 23, 2025, and St. Croix: Friday, September 6, 2025. As many of you know, this is one of our most anticipated events of the year. Additional details regarding registration and event activities will be shared in the coming weeks.

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, the R&C Unit aims to facilitate recruitment efforts, and provide advisory services to our HR professionals.

FY 2025 GVI Hiring Trends

In FY 2025, the highest number of candidate referrals to government departments occurred in the months of October and April. The table below shows the current hiring trends of the central government agencies.

Table 16. Candidates Referred to Vacant Positions

NEOGOV Referred Candidates FY 2024		NEOGOV Referred Candidates FY 2025	
Month/Year	# of Candidates	Month/Year	# of Candidates
October/23	255	October/24	425
November/23	216	November/24	379
December/23	291	December/24	330
January/24	499	January/25	261
February/24	259	February/25	492
March/24	183	March/25	209
April/24	196	April/25	659
May/24	125	May/25	190
June/24	446	Sub Total	2945
July/24	407		
August/24	341		
September/24	453		
Total	3671		

Table 17 – Recruitment and Classification: Outreach Activities

Outreach Activities	FY 2023	FY 2024	FY 2025
St. Croix	10	14	8
St. Thomas/St. John	7	7	6
Total	17	21	14

Table 18 – Job Descriptions Prepared for Government Agencies

Job Descriptions	FY 2023	FY 2024	FY 2025
Exempt Positions	163	89	79
Classified Positions	16	24	10
Total	179	113	89

The tables above show our efforts to expand recruitment, build partnerships, and update job descriptions to meet the evolving needs of the Government of the Virgin Islands.

FY 2025 Examinations Summary

Examinations play a critical role in the recruitment and advancement of qualified candidates across government agencies. Whether for entry-level roles or promotional opportunities, exams help maintain high professional standards and support the GVI workforce across the territory. Tables 18 and 19 below highlight the number of examinations administered this fiscal year by our R&C team for Fire Services and Corrections.

Table 19 – Examinations Summary

VI Fire and Medical Services					
Examinations	District	FY 25 # of Tests Given		# Candidates Referred	
Sergeant	St. Croix	8		6	
	St. Thomas/St. John	9		7	
Corporal	St. Croix	26		16	
	St. Thomas/St. John	36		16	
Sub Total		79		45 (Ranking list)	
Entrance Fire Fighter/EMT	St. Thomas/St. John	56		41	
Total		135		86	
Bureau of Corrections					
Examinations	District	FY 24 # of Tests Given	# Candidates Referred	FY 25 # of Tests Given	# Candidates Referred
Entrance Corrections Officer	St. Croix	22	23*	3	4
	St. Thomas/St. John	6	10*	6	7
Total		28	33*	9	11

*Includes candidates that met eligibility and were waived.

Upcoming Exams for the rest of this Fiscal Year 2025 include:

VITEMA Emergency Call Center Operator Exam

- Examination Dates: June 23–27, 2025, Territory-wide

Department of Human Services – Youth Rehabilitation Center (YRC) Correction Officer Exam

- Examination Dates: July 22–25, 2025, St. Croix

Bureau of Corrections – Entrance Correction Officer Exam (Territory-wide)

- Examination Dates: August 19–22, 2025, Territory-wide

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, policy compliance, and project management support.

Table 20. FY 2025 Employee Professional Development Summary

Employee Professional Development		
Title of Workshop	Location	# Attendees
A Culture of Patient Experience Excellence – Leadership Overview (SRMC)	St. Thomas	12
A Culture of Patient Experience Excellence – What Would I Want? (SRMC)	St. Thomas	52
A Culture of Patient Experience Excellence (GVI)	St. Croix	35
GHI & SOD: Benefits at a Glance/The Importance of Assertive Communication (VIL)	S. Thomas	31
Brilliant Customer Service	Online	67
GHI/Cigna: Mental Health First Aid	St. Thomas	30
HR Guidance and Training	Phone, Emails & Online	557
GVI HR Success Series ... Staying in Gear	Online	256
HRIT: HR Personnel Action Training	St. Thomas	25
Integrity in Action: Navigating Ethics in the Workplace	St. Thomas	447
Integrity in Action: Navigating Ethics in the Workplace	St. Croix	359
NEOGOV Perform – Supervisor (DPP)	St. Thomas	15
New Employee Welcome (NEW) Orientation	Online	205
NEW Harassment Prevention	Online	203
Respect at Work Online Module	Online	727
Sexual Harassment Prevention - Supervisor	St. Thomas	51
Sexual Harassment Prevention - Supervisor	St. Croix	29
	Total	3101

Chart 4. Three Year Cost Summary of Donated Leave



Table 21. Three Year Summary of Donated Leave Application Requests

Three Year Summary of Donated Leave Requests			
Description	FY 2023	FY 2024	FY 2025
Requests - Received	485	419	330
Requests - Approved	356	336	260
Requests - Denied	129	83	70

Donated Leave

In Fiscal Year 2025, the Government of the Virgin Islands received a total of 330 donated leave requests from employees across various departments and agencies. Of these requests, 260 were approved, while 70 were denied. The total dollar value of donated leave awarded to date is \$1,384,547.37.

The table and charts above provide a cost summary of approved donated leave and a breakdown of donation requests over the past three fiscal years, offering insight into trends in employee support and program utilization.

Chart 4. Three Year Cost Summary of Donated Leave

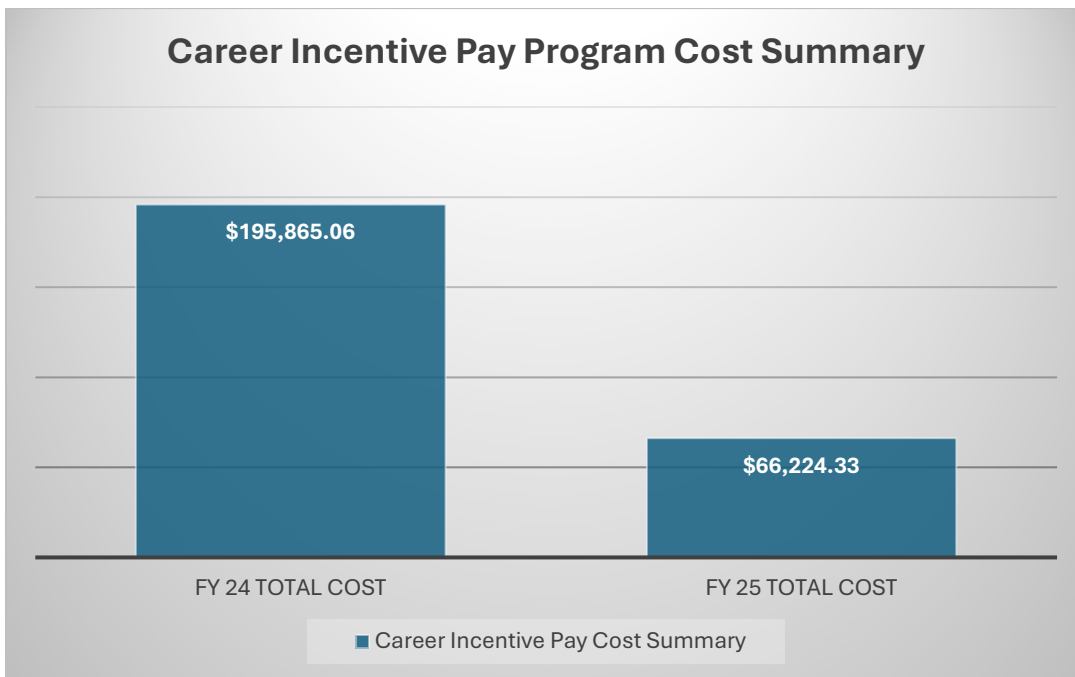


Table 22. Three Year Summary – Career Incentive Pay Program

Three Year Summary of Career Incentive Pay Program			
Description	FY 2023	FY 2024	FY 2025
Requests - Received	24	25	7
Requests Approved	22	20	6
Requests - Rejected	2	5	1

Career Incentive Pay Program

The Career Incentive Pay Program rewards employees for achieving specific milestones in professional development, continuing education or career advancement that directly contribute to improved job performance and organizational effectiveness. These incentives serve as both a recognition of individual initiative and a strategic investment in workforce capability.

In Fiscal Year 2025, the Division of Personnel received a total of seven (7) Career Incentive Pay applications. Following a thorough review process, six (6) applications were approved, while one (1) was denied. The approved applicants received incentive payments totaling \$66,224.33.

GVI Fellows Program

I'm proud to share the continued progress of our GVI Fellows Program, with Cohort 3, comprising of six (6) individuals. Who are currently placed in the following government agencies the Office of Management and Budget, Office of Disaster Recovery, Office of the Governor, and the Department of Human Services. The planning for their Capstone Presentation and Recognition Ceremony is already underway, and each Fellow is actively engaged in the development of their Capstone project.

Cohort 4 also includes six (6) Fellows, who are placed in the following agencies the Office of Management and Budget, Department of Finance, Economic Development Authority, Department of Property and Procurement, Department of Planning and Natural Resources, and the Office of Disaster Recovery.

To strengthen connections and provide ongoing support, we recently hosted a Meet and Greet networking event. During the event, Fellows from Cohorts 3 and 4 were introduced to their mentors, who are experienced professionals from both the public and private sectors willing to provide guidance throughout the program. Building on this momentum, applications have just opened for Cohort 5 of the GVI Fellows Program, with a submission deadline of August 15, 2025.

At the Division of Personnel, we remain committed to cultivating the next generation of public service leaders through this impactful program.

Virgin Islands Certified Public Manager® Program

Since its launch in 2013, a total of 253 individuals have successfully completed the Virgin Islands Certified Public Manager® (VICPM) Program. Cohort 6 concluded in August 2024, with 41 participants earning their Certified Public Manager® designation. The upcoming program cycle, Cohort 7, is scheduled to begin on August 5, 2025. The application period for the VICPM Program closed on June 23, 2025.



*Upcoming
Projects*



Territorial Recruitment Advertisement Campaign

To strengthen our talent pipeline and attract qualified candidates across a range of sectors, the Division of Personnel issued a Request for Proposals (RFP) for an experienced marketing or advertising firm. The selected vendor will develop and execute a comprehensive, multi-platform recruitment marketing strategy, with creative assets that can also be customized by other agencies for their own recruitment efforts. This strategy is designed to raise local and national career opportunities within the GVI. It will also highlight the benefits of public service and living in the U.S. Virgin Islands, using targeted digital campaigns, social media outreach, and community engagement efforts to reach diverse audiences.

Learning Management System

To enhance employee development and streamline training delivery across departments, the Division of Personnel has released an RFP for a modern, scalable Learning Management System (LMS). The system will serve as a centralized platform for managing, delivering, and tracking employee training programs. With features such as virtual learning, course authoring, certification tracking, and performance analytics, the LMS will support a blended learning approach and help ensure that government employees have ongoing access to high-quality, role-specific training. This initiative supports the government's broader goal of fostering a knowledgeable, skilled, and agile workforce. Through this initiative central government employees will have access to a catalog of over 30,000 free courses.

Conclusion

Thank you for the opportunity to present our Fiscal Year 2026 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.

I would also like to take a moment to recognize the hard work and dedication of our Personnel team. Special recognition goes to our Employees of the Year: Ms. Anavé Flaharty, a Jr. Network Analyst for the St. Thomas/St. John District, and Ms. Evril James, the Lead HRIT Technician for the St. Croix District both outstanding members of our HRIT team.

My staff and I are available to answer any questions that you may have regarding our Fiscal Year 2026 Budget Testimony.



Appendix



Rental Facilities

Appendix - Table 1. Total FY 2026 Rental Facilities Summary

RENTAL FACILITIES					
Lessor	Address	Sq. Ft.	Annual Rent	Funding Source	Terms/Comments
GERS	3438 Kronprindsens Gade GERS Complex St. Thomas 00802	10,870	\$ 228,169.00	General	Term 10/01/2022-9/30/2042
Golden Orange Center, Inc.	3009 Orange Grove Shopping Center Christiansted St. Croix 00820	5,600	\$ 67,062.00	General	Term 10/01/2020-9/30/2025

Vehicles Cost and Maintenance Summary

Appendix - Table 2. Total FY 2026 Vehicles Cost and Maintenance Summary

VEHICLES									
Activity Center	Make	Model	Year	License Plate No.	Funding	Lease / Own	Conditions/ Comments	Maintenance Cost FY 24	Gas Amount
Dir. Office STT	Chevrolet	Traverse	2019	DP-1	General	Own	Good	\$ 118.31	\$ 2,340.00
Dir. Office STT	Ford	Escape	2019	DP-6	General	Own	Good	\$ 145.46	\$ 1,100.00
Admin STX	Chevrolet	Equinox	2020	DP-3	General	Own	Good	\$ 2,439.29	\$ 1,600.00
Admin STX	Ford	Escape	2019	DP-7	General	Own	Good	\$ 400.00	\$ 1,500.00

Personnel Listing

Appendix - Table 3. Total FY 2026 Personnel Listing – Position Titles

PERSONNEL LISTING – POSITION TITLES	FTE*
ACCOUNTING OFFICER GHI	1
ADMINISTRATIVE OFFICER II	2
ASSISTANT DIRECTOR PERSONNEL	1
ASSOCIATE CHIEF, GROUP HEALTH INSURANCE & WELLNESS	1
CHIEF GROUP HEALTH INSURANCE	1
CHIEF HUMAN RESOURCES INFORMATION TECHNOLOGY	1
CHIEF OF STRATEGY & ORGANIZATIONAL DEVELOPMENT	1
COORDINATOR FINANCIAL SERVICES	1
DEPUTY DIRECTOR	1
DIRECTOR	1
DOP LEGAL COUNSEL	1
EMPLOYEE RELATIONS SPECIALIST	2
EXECUTIVE ASSISTANT	1
GVI FELLOW	12
H.R.I.T SYSTEMS & OPERATIONS MANAGER	1
H.R.I.T TECHNICIAN	2
H.R.I.T. TECHNICIAN MANAGER	1
HELP DESK SPECIALIST	1
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	1
HUMAN RESOURCES COORDINATOR	1
HUMAN RESOURCES SPECIALIST CPO	2
INSURANCE OFFICER	6

JR. NETWORK ADMINISTRATOR	1
JUNIOR HUMAN RESOURCES TECHNICIAN	2
LEAD H.R.I.T. TECHNICIAN	1
OFFICE SUPPORT WORKER	1
PUBLIC INFORMATION OFFICER	1
RECEPTIONIST/COLLECTOR	1
RECRUITMENT AND CLASSIFICATION SPECIALIST CPO	2
RECRUITMENT AND CLASSIFICATION TECHNICIAN	2
SENIOR INSURANCE OFFICER	1
SENIOR RECRUITMENT & CLASSIFICATION SPECIALIST CPO	1
TERRITORIAL ADMINISTRATOR RECRUITMENT & CLASSIFICATION	1
TRAINING COORDINATOR	1
	57

Vacant Positions

Appendix - Table 3. Total FY 2026 Personnel Listing – Vacant Positions

VACANT POSITIONS	
BENEFITS ANALYST GHI	0.83
FINANCIAL AND BUDGET SPECIALIST	1
H.R.I.T TECHNICIAN	0.67
H.R.I.T TECHNICIAN	0.67
HUMAN RESOURCES TECHNICIAN	0.67
RECRUITER	0.83
SENIOR BENEFITS ANALYST GHI	0.83
SENIOR BENEFITS ANALYST GHI	0.83
TRAINING COORDINATOR	0.83
	7.16

U.S. Virgin Islands Division
of Personnel



Fiscal Year 2026

Budget Testimony

