

Report on the Response of the  
Virginia Port Authority  
To the Impact of the Aging of Virginia's Population

November 7, 2007

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Pursuant to legislation enacted by the Virginia General Assembly of Virginia, the Virginia Port Authority submits this report of its progress in addressing the impact of the aging of Virginia's population.

*For* *R. Elaine Smith*  
*Jerry A. Bridges*  
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Jerry A. Bridges, Executive Director

*11/7/07*  
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Date

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Executive Summary –

**Issues** - Finding new employees with certain disciplines can be a challenge for the Agency. Mature workers often leave without passing on their knowledge to other workers. This can cost the Agency a significant amount of time and resources.

**Solutions** - To address the impact of the aging population, VPA provides opportunities for all employees to continually update their skills through education and job training to increase productivity; encourage older workers who decide to retire to exchange critical knowledge and experience through mentoring younger workers and we encourage younger workers with critical skills to delay retirement. Seniors are encouraged to pursue alternate part-time positions.

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The mission statement of the Virginia Port Authority mandates that the primary goal of the Authority is to stimulate cargo movement through the state-owned terminals. This is accomplished through direct customer contact and a well developed strategic plan. Furthermore, the Virginia Port Authority is responsible for the development and maintenance of port facilities to accommodate customer operational needs and growth projections.

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1. Four people received services from our agency in the past fiscal year for the age range of 65-74. We did not have any employees in the age ranges of 75-84 and 85 and older.
2. Health coverage is utilized by senior citizens 65 and older. Our agency does have the capacity to serve all interested seniors.
3. The only program that is specifically designed to serve seniors 65 and older is our Retiree Health Coverage.
4. The VPA website, vaports.com, and our intranet, vpa2day.com, is readily accessible to seniors although it was not specifically designed to be "senior-friendly". Information on health coverage, retirement benefits may be viewed from our intranet by active employees only. Retirees need to go directly to the individual sites.
5. VPA has a number of employees reaching the retirement age; however, only a few are expected to retire in the next two years. The vacancies will be filled by promotion and/or recruitment. The replacement will be costly to the agency due to advertising and training; on the other hand, it would be a savings to hire a new police officer because they would start at the beginning of the salary scale.
6. To address the impact of the aging population, VPA provides opportunities for all employees to continually update their skills. This creates a dialogue among participants to exchange valuable experiences. We also encourage staff to return to the classroom; encourage mature workers to pass down their knowledge to the younger workers, conduct detailed interviews and document older workers knowledge for future use. For management positions, we ask older workers who possess critical knowledge and are about to retire to take part in a mentoring program with their replacement. We encourage young employees eligible for retirement to delay early retirement, and inspire the retiring staff to pursue alternate part-time positions after retiring.