Virginia Department of Human Resource Management
Program Organization Chart – July 1, 2012

DHRM Agency Head

Agency Human Resource Services
- HR Policy
- HR Consulting
- Compensation
- Salary Administration
- Employment
- Shared Services
- Talent Management
- Data Stewardship
- Analytics

Equal Employment Services
- EEO Policy
- EEO Consulting
- EEO Compliance
- EEO Training
- EEO Investigation
- EEO 4 Report
- Grievance Appeals

Employment Dispute Resolution
- AdviceLine
- Mediation
- Training
- Grievances
- Hearings

Employee Programs
- Communications
- Employee Discounts
- Workplace Giving
- Employee Wellness
- Employee Events

Health Benefits Services
- State Health Plan
- Local Govt. Health Plan
- Retiree Health Plan
- Flex Spending
- COBRA Admin
- HB Policy
- HB Systems Serv
- HB Employer Serv
- Ombudsman
- HB Vendor Services

State Employee Workers’ Compensation Services
- WC Policy
- WC Claims Admin
- WC Return to Work Services
- WC Loss Control Services
- WC Training

Information Technology
- Personnel Mgmt Information System
- Benefits Eligibility System
- Time, Attendance, and Leave
- COVA Knowledge Center
- Webmaster
- HR Data Warehouse
- HR Web Apps
- Employee Self Service

Contracts and Finance
- Contracts
- Procurement
- Finance
- Travel
- Mail