

**REPORT ON THE RESPONSE OF THE
DEPARTMENT OF MINES, MINERALS & ENERGY
TO THE IMPACT OF THE AGING OF VIRGINIA'S
POPULATION**



November 7, 2007

Pursuant to legislation enacted by the
*Virginia General Assembly of Virginia, the
Department of Mines, Minerals & Energy
submits this report of its progress in addressing
the impact of the aging of Virginia's population.*



George P. Willis, Director

11-7-07

Date

EXECUTIVE SUMMARY

The Department of Mines, Minerals and Energy (DMME) serves the citizens of Virginia with programs in the areas of environmental protection, public safety, economic development, and energy conservation. While these programs are not specifically aimed at senior citizens, seniors do, as members of the general public, benefit from them. DMME does not track the ages of our customers.

DMME has an aging workforce that has been a concern for many years. Currently twenty-two employees are eligible to retire with full benefits (at least 55/30) and 47 will be eligible within the next five years, or a total of 53 employees (approximately 24% of the current workforce). When employees indicate their retirement dates (normally three to six months before the actual date), a complete assessment of their job duties is performed and a determination is made as to whether the position remains as is or is changed. In most cases, positions are advertised prior to an employee leaving and replacement is hired very close to the date of separation.

The age demographic of the current workforce is as follows:

- 82% of the DMME workforce is over 45 years of age
- 65% are over 50
- 38% are over 55 years of age

Age	No. of Employees
< 25 yrs.	1
25 – 30	4
30 – 35	9
35 – 40	12
40 – 45	15
45 – 50	37
50 – 55	60
55 – 60	55
60 – 65	27
65 +	3

TOTALS	223
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AGENCY DESCRIPTION

The Virginia Department of Mines, Minerals and Energy serves a large and varied group of people, organizations, and state agencies throughout the Commonwealth. Through its six divisions (Division of Mines, Division of Mined Land Reclamation, Division of Energy, Division of Gas and Oil, Division of Mineral Mining, and the Division of Mineral Resources), DMME regulates the mineral industry, provides mineral research, and offers advice on wise use of energy and mineral resources. Its programs directly serve the citizens who live near mining operations, mining labor groups, other regulatory agencies, the educational community, the mineral industry, and environment, consumer, and industry special interest groups.

Mission Statement

To enhance the development and conservation of energy and mineral resources in a safe and environmentally sound manner to support a more productive economy.

DMME fulfills its mission by pursuing three major goals:

- Providing for safe and environmentally sound mineral and fossil fuel extraction.
- Encouraging economic development through our customers' wise management of Virginia's energy, mineral, land, and water resources.
- Providing for the effective performance of DMME personnel.

Our Vision

- Provide for safe and environmentally sound mineral and fossil fuel extraction
- To advance the elimination of accidents, injuries, and fatalities at mineral and fossil fuel extraction sites
- To advance the elimination of adverse environmental conditions and public safety hazards resulting from mineral and fossil fuel extraction
- To improve the health, safety and environmental knowledge and skills of mineral and fossil fuel workers
- Encourage economic development through our customers' wise management of Virginia's energy, mineral, land water resources

- To improve the quality of assistance to our customers in their establishment and maintenance of efficient, viable operations
- To improve our customers' capabilities in the development and wise use of rock, mineral, land, and water resources, and energy technologies.

DATA REQUESTED

- 1/ The number of persons who received services from DMME in the past fiscal year.

DMME tracks the number of customers served by our programs; but we do not track the ages of those customers.

- 2/ Agency services utilized by citizens 65 and older.

While DMME does not specifically track the ages of our customers, some seniors will be served by programs available to all citizens. These programs include environmental protection, protection of public health and safety, energy conservation, and economic development activities. Based on projected population figures for FY2007, we estimate 222,000 citizens over the age of 65 have utilized our services.

- 3/ Identify current agency programs, specifically designed to serve senior 65 and older.

DMME does not have any agency programs specifically designed to serve senior citizens.

- 4/ Identify extent to which DMME provides "consumer-oriented" publications and websites online that are designed to be "senior-friendly."

Our web sites are ADA compliant and we use large text on our websites.

- 5/ Describe the effect that the aging of DMME's own workforce will have on its ability to deliver services.

We are continually monitoring retirement activities and evaluating the results of the loss of extensive program knowledge. We don't anticipate any long-term negative effects especially with programs in place such as the mentoring opportunity process. All employees are encouraged to take initiative and be innovative; evaluate new ideas for implementation; advance inter/intra divisional consistency; eliminate or control internal and external barriers

to customer service; and freely form teams across DMME to improve services so that they can provide continuity to our customers.