

Division of Personnel Says Minimum Salary Increases Now Moving Through Approval Process

Personnel officials said several agencies have already submitted NOPAs for the new minimum salaries and that guidance was issued in Oct. as processing continues, with employees set to see adjustments in payroll once submissions are reviewed and approved.

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The Division of Personnel has confirmed that minimum salary increases for Government of the Virgin Islands employees are now actively moving through the approval process, following sharp criticism from Senator Kurt Vialet over what he described as the administration's continued failure to implement the raises by the mandated October 1 deadline.

Violet, whose remarks were issued today, said the Executive Branch had “more than enough time” to prepare for implementation after the Legislature overrode the governor’s veto on June 27, 2025. “This law was enacted months ago,” he stated. “From June 27th to October 1st, there was more than enough time to prepare, process, and finalize these NOPAs. Yet here we are, beyond the implementation date, and employees still have not received their legally mandated raises. That is unacceptable.”

He noted that fewer than 700 Notices of Personnel Action (NOPAs) were required, questioning why processing had not moved faster and asking whether the delay reflected “deliberate inaction, bureaucracy, or failures within agency offices.” Violet said workers—especially those in essential roles—should not be left waiting indefinitely while the cost of living rises. “Government workers deserve respect, and the law deserves compliance. The administration must act immediately.”

Later that same day, the Division of Personnel released a statement confirming that the minimum salary increases are currently being processed as NOPA actions arrive from the respective agencies. Several agencies, the Division reported, have already submitted completed NOPA transactions for eligible employees.

According to the Division, Bill No. 8995 set the new minimum pay rates but did not include funding for fringe benefits tied to the salary adjustments. As a result, each agency must identify and allocate the necessary fringe benefit costs within its approved budget. While the law was enacted in June 2025, the Division noted that funding authorization did not occur until passage of the Fiscal Year 2026 budget.

The Division said it issued a joint memorandum in October—developed with the Department of Finance and the Office of Management and Budget—providing standardized language for NOPA submissions and outlining documentation requirements to prevent errors or delays.

The statement added that during the recent Federal Government shutdown, the Division “strategically prioritized the processing of minimum salary increases” to maintain progress despite the disruption. All eligible agencies were advanced in the queue, except for the Department of Education, which processes its own NOPAs.

Personnel officials reiterated their commitment to transparency and ongoing communication with agency leadership and HR staff. As NOPA submissions continue to be received, reviewed, and approved, employees will see their wage adjustments reflected in payroll cycles. The Division stated that it will maintain technical support until all agencies have fully implemented the new minimum salary requirements.