



# COMMONWEALTH of VIRGINIA

SARA REDDING WILSON  
DIRECTOR

*Department of Human Resource Management*

101 N. 14<sup>TH</sup> STREET  
JAMES MONROE BUILDING, 12<sup>TH</sup> FLOOR  
RICHMOND, VIRGINIA 23219  
(804) 225-2131  
(TTY) 711

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The Honorable Timothy M. Kaine  
Governor of Virginia

The Honorable Lacey E. Putney, Chairman  
House Appropriations Committee

The Honorable Charles J. Colgan, Chairman  
Senate Finance Committee

Item 472.F. of Chapter 879, 2008 Virginia Acts of Assembly, requires this Department to report annually on the results of a gain sharing program that allows for the sharing of cost savings from improved productivity and performance with agencies and employees. Such gain sharing programs are to include a formula for measuring productivity gains and sharing these gains between employees and the agency.

DHRM has not identified any agencies that have implemented a gain sharing program that allows employees to share cost savings.

Accordingly, no savings have been identified for this year's report.

Respectfully Submitted,

Sara Redding Wilson