



EMILY S. ELLIOTT  
DIRECTOR

**COMMONWEALTH OF VIRGINIA**  
*Department Of Human Resource Management*

James Monroe Building  
101 N. 14<sup>th</sup> Street, 12<sup>th</sup> Floor  
Richmond, Virginia 23219  
Tel: (804) 225-2131  
(TTY) 711

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The Honorable Ralph Northam  
Governor of Virginia

The Honorable S. Chris Jones, Chairman  
House Appropriations Committee

The Honorable Thomas K. Norment, Jr., Co-Chairman  
Senate Finance Committee

The Honorable Emmett W. Hanger, Jr., Co-Chairman  
Senate Finance Committee

Item 474 F. of the 2018 Special Session I Enrolled Budget Bill (HB5002), requires this Department to report annually on the results of a gainsharing program that allows for the sharing of cost savings from improved productivity and performance with agencies and employees. Such gainsharing 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 gainsharing program that allows employees to share cost savings. Accordingly, no savings have been identified for this year's report.

Respectfully Submitted,

Emily S. Elliott  
Director

c: The Honorable Keyanna Conner  
Secretary of Administration