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The Honorable Ralph Northam
Governor of Virginia

The Honorable Luke E Torian, Chair
House Appropriations Committee

The Honorable Janet D. Howell, Chair
Senate Finance and Appropriations Committee

Item 477 F. of Chapter 1289 of the 2020 Virginia Acts of Assembly requires the Department of Human Resource Management to report annually on the results of state agency gainsharing programs that allow 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 an agency.

DHRM has not identified any agencies that have implemented a gainsharing program that allows employees to share in cost savings. Accordingly, no savings have been identified for this year's report.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Emily S. Elliott".

Emily S. Elliott
Director

cc: The Honorable Keyanna Conner
Secretary of Administration