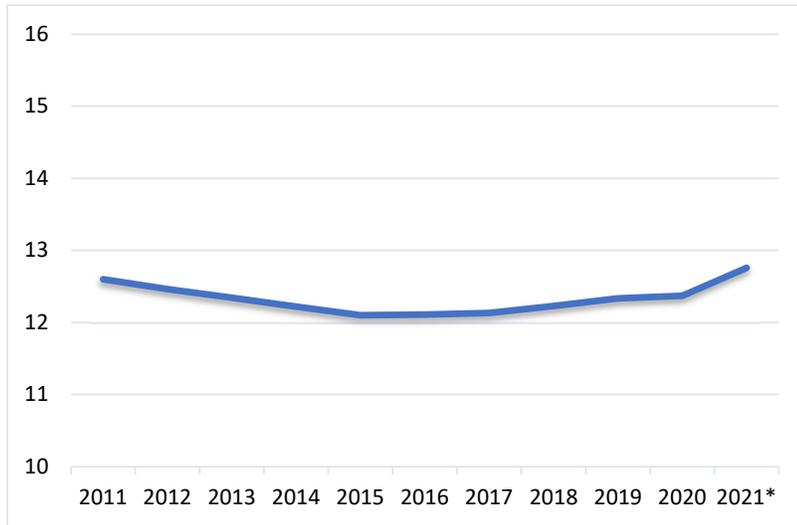


EXPENDITURE INDICATORS

EMPLOYEES PER CAPITA

(Employees per 1,000 Population)

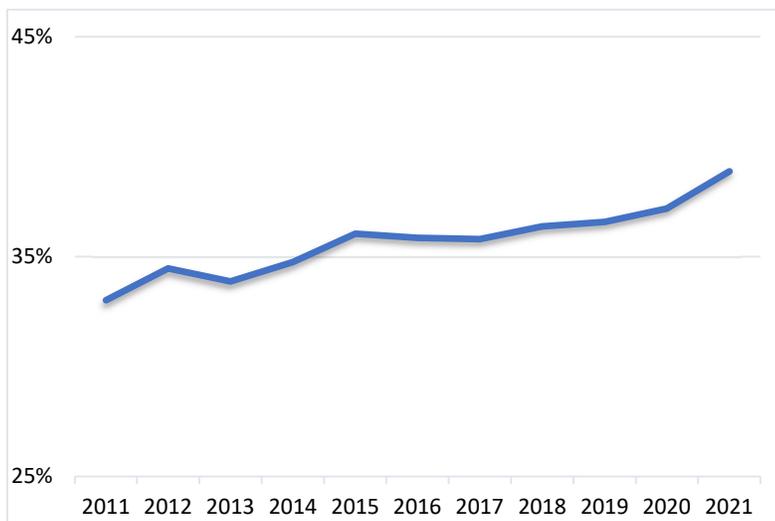


Personnel costs reflect the major portion of Henrico County’s operating budget and changes in the number of employees per capita are indicative of changes in total expenditures. An increase in employees per capita might indicate that expenditures are rising faster than revenues, that the locality is becoming more labor intensive, or that personnel productivity is declining. This report uses total approved employee positions in a given fiscal year and does not consider mid-year changes to staffing or vacant positions.

Employees per capita saw an uptick in FY21 from that of FY20, rising from 12.4 to 12.8. This increase was driven by a decline in the County’s total population rather than a sizable increase to the County’s workforce.

FRINGE BENEFITS

(As a % of Wages)



Fringe benefits are compensation that employees receive in addition to wages paid by an employer. In the case of a locality, monitoring fringe benefits is another way to monitor a large portion of overall expenditures. Fringe benefit costs are not completely controlled by county management; as FICA rates are set by the federal government, VRS is calculated by the state, and health insurance costs are largely driven by claims expenses. The fringe benefits measured on this indicator include FICA, payments to the Virginia Retirement

System (VRS), health insurance, VRS Group life insurance, unemployment costs and worker’s compensation. The cost of these benefits is divided by the cost of wages paid to obtain the percentages depicted.

Fringe benefits reached an all-time high in FY21 due to increasing contributions to VRS and rising health care costs market wide. These costs largely fall outside of the direct control of the County but **show how the County is impacted by increasing costs in the larger economy.**