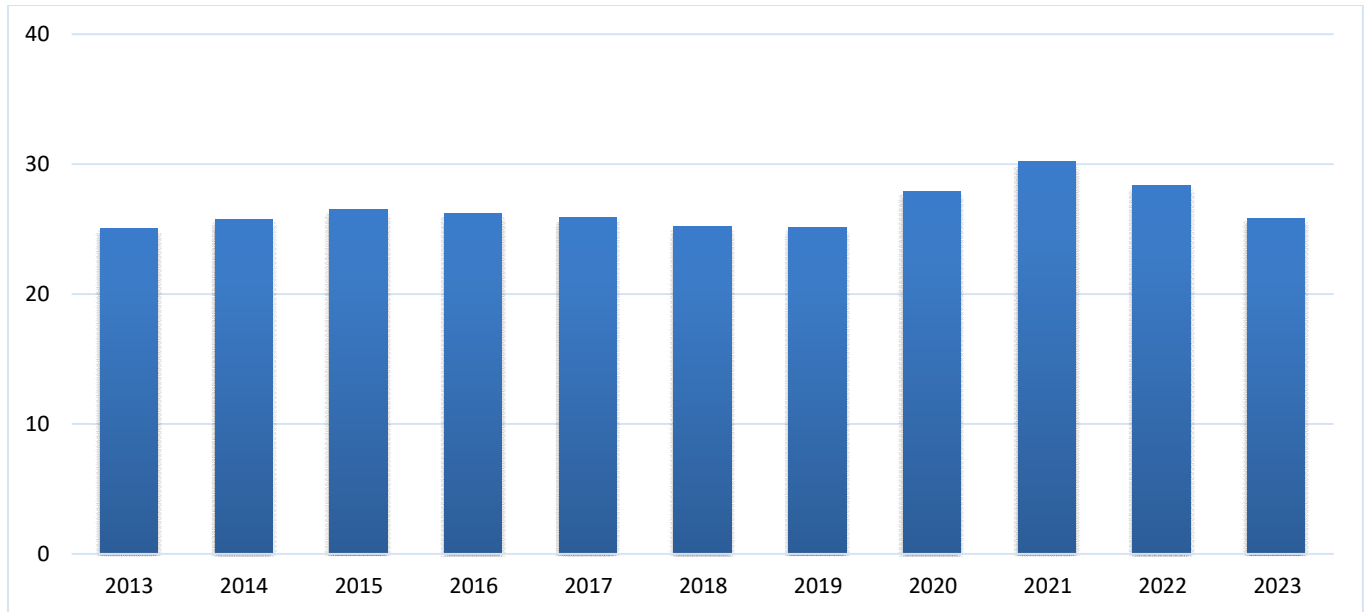


## **EMPLOYEE LEAVE INDICATORS**

## ACCUMULATED VACATION LEAVE

(Days per Employee)



Localities usually allow their employees to accumulate some portion of unused paid leave, which may be paid at termination or retirement. For Henrico County, the annual leave cap is set at two years of earned leave. This expenditure is rarely funded while it is being accumulated although the costs of the benefit are covered through normal attrition and the related compensation differential. While there is no direct fiscal impact that arises from this indicator, its inclusion is useful in depicting overall employee behavior, which impacts the previously discussed Fringe Benefits indicator and personnel related expenditures.

**Accumulated paid leave dropped to 25.8 days in FY23, down from 28.4 in FY22.** Due to the exceptional nature of the employee response to the COVID-19 pandemic, leave balances were carried over without capping at the end of FY20 and FY21, causing a sharp rise in retained leave. Towards the end of FY22 balance caps were reinstated, bringing accumulated leave down to a level closer to the pre-COVID average of 25.7 days.