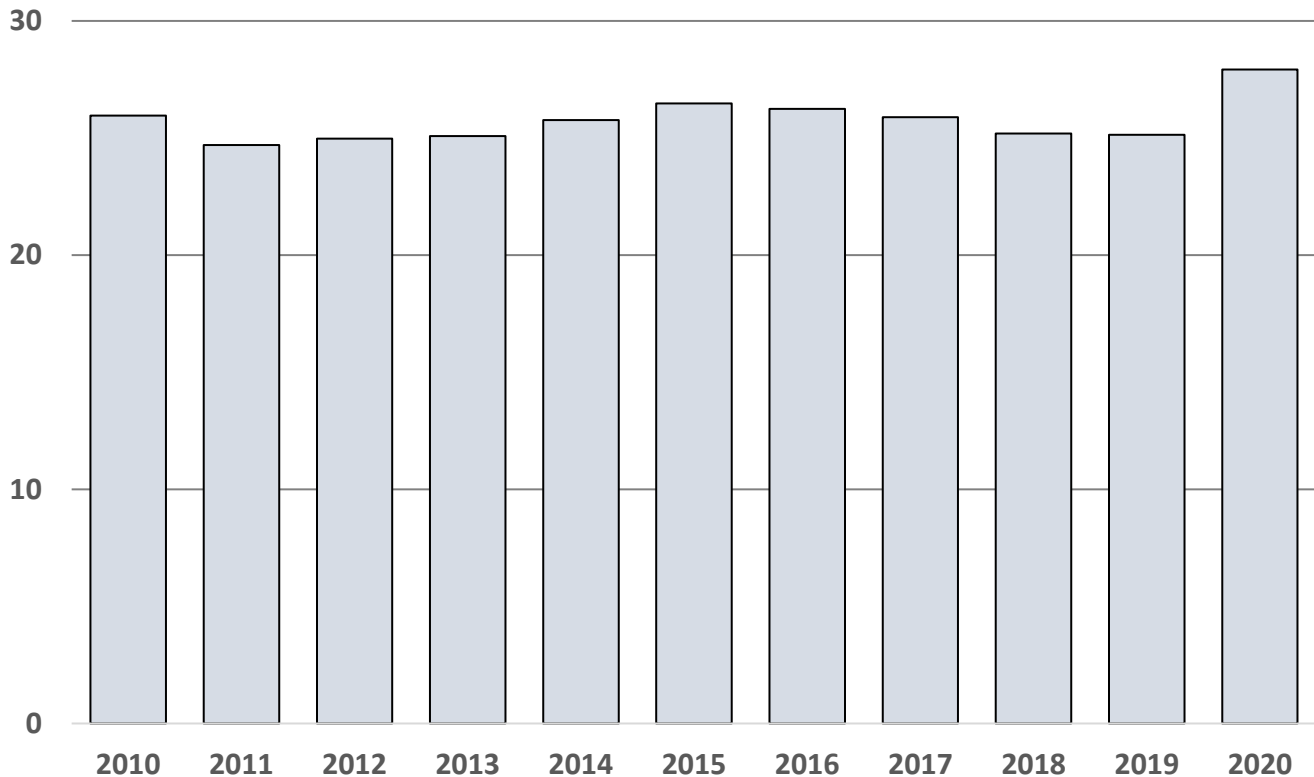


EMPLOYEE LEAVE INDICATORS

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. 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 welfare, which impacts the previously discussed indicator Fringe Benefits and personnel related expenditures.

Accumulated paid leave has reached an all-time high of 27.9 days per employee. The COVID-19 pandemic is the leading cause for this increase in unused leave. Henrico is currently implementing a telework policy that allows the majority of its workforce to work from home and in some cases, greater flexibility to working hours. COVID-19 has also increased some responsibilities for departments to alleviate COVID-19 induced issues and employees have responded by working more and using less vacation time. **When the pandemic subsides and global travel restrictions are lifted, there is expected to be a greater than normal usage of leave that may return this trend to FY2019 levels or lower.** Balances will be inflated over the next few years as all leave balances were carried over from FY2020 to FY2021 and balances will be carried forward again from FY2021 to FY2022.