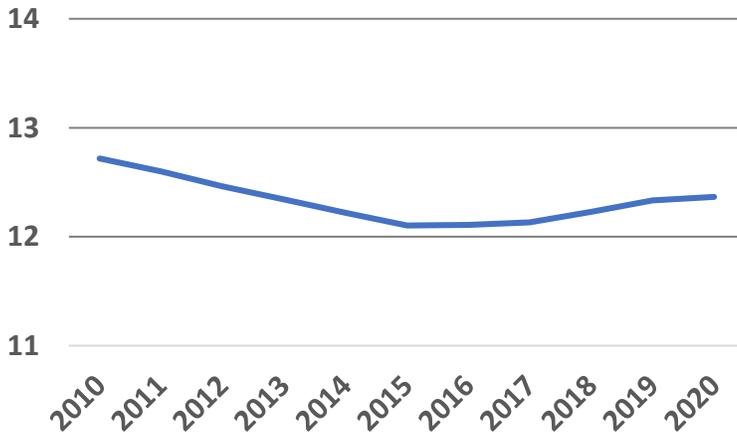


EXPENDITURE INDICATORS

EMPLOYEES PER CAPITA

(Employees per 1,000 Population)

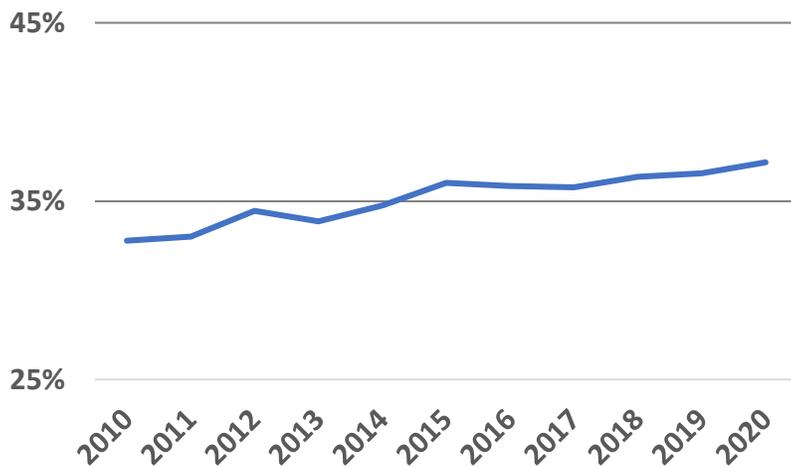


Personnel costs reflect the major portion of Henrico County’s operating budget and changes in the number of employees per capita are indicative of changes in expenditures. An increase in employees per capita might indicate that expenditures are rising faster than revenues, or that the locality is becoming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

Employees per capita modestly increased in FY2020 but is currently at FY1991 levels for staffing and if vacant positions are excluded, FY2020 exhibited a ratio similar to what was recorded for FY1982. Position growth was slowed due to restrictions set by Henrico due to the evolving COVID-19 pandemic resulting in an increase of 0.28 percent from FY2019 to FY2020 vs. an increase of 0.85 percent from FY2018 to FY2019.

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. 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 have reached an all-time high in FY2020 due to increasing 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.**