



ADOPTED ANNUAL FISCAL PLAN FOR FISCAL YEAR 2025 BUDGET IN BRIEF

Mayor Levar Stoney

Chief Administrative Officer J.E. Lincoln Saunders

City Council Members

Council President Kristen M. Nye	District 4
Council Vice President Ann-Frances Lambert	District 3
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Council Member Reva M. Trammell	District 8
Council Member Nicole Jones	District 9

FY 2025 Budget Calendar

Budget Introduction	March 27 at 3 p.m.
Council Budget Public Hearing	April 8 at 6 p.m.
Council Budget Adoption and Public Hearing	May 13 at 6 p.m.

The Adopted FY 2025 Budget focuses on **Strengthening Customer Service** through accountability, equity, diversity, innovation, and a desire to move the city forward. It leverages local, state, and federal funding to continue building the Richmond we all want, one that provides a high quality of life for residents, businesses, and organizations through sustainability, progressive thought and action, and **premier municipal services**.

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Adopted FY 2025 Budget Highlights

As we focus on strengthening customer service, the Adopted FY 2025 Budget emphasizes the importance of key relationships, systems, and structures that make our city run.

The highlights of the of Adopted FY 2025 Budget include:

- **\$17.8 million** in local contribution for **Richmond Public Schools**
- **\$40.0 million** allocated for **Affordable Housing** from FY 2025 - FY 2028
- **\$4.2 million** in total funding for **homeless services** including an **emergency shelter**
- **\$1.0 million** for the **Eviction Diversion Program**
- Social service programs, including:
 - **\$500,000** for the Childcare and Education Trust Fund
 - **\$1.0 million** for Family Crisis Funding (*utilizing FY 2024 funds*)
 - **\$500,000** for the Health Equity Trust Fund
 - **\$500,000** for Richmond Resilience Initiative
- **\$500,000** for **Right to Counsel** to aid in legal services
- **\$21.0 million** for traffic calming, sidewalks, and **Complete Streets**
- **\$15.6 million** for the **Fall Line Trail**
- Addition of **3 Park Rangers** in Parks, Recreation, and Community Facilities
- **\$13.0 million** for the **Shockoe Project**
- **\$5.9 million** for **park improvements and community center repairs**
- **\$20.00 per hour** minimum wage for city employees
- **\$5.7 million** for a 4.0% general employee pay increases
- **\$9.1 million** for an average of a 7.0% increase for **police officers** and **firefighters**



Investing in Our Employees

Several years ago, we made it our mission to become an “Employer of Choice.” An Employer of Choice offers a fantastic work culture and workplace environment that attracts and retains talented and motivated individuals, ensuring accountability to both employees and stakeholders by offering diverse benefit options and competitive compensation.

Through the Adopted FY 2025 Budget, we are making history as it marks our **fourth consecutive year** of **unprecedented pay adjustments and benefits offerings**.

Historic Minimum Wage Increase to \$20.00 Per Hour

We are raising the **Minimum Wage** again this year to **\$20.00 per hour, or \$41,600 annualized**. Our competitive minimum wage solidifies Richmond as a leader in the regional market. The \$20.00 per hour minimum is one of the highest of municipalities in Virginia, **67%** higher than the Commonwealth’s minimum wage of \$12.00, and **176%** higher than the federal minimum wage of \$7.25.

Competitive Pay Increases

- **\$9.1 million** for a 7.0% average wage increase for Sworn Employees
- **\$5.7 million** for a 4.0% General Employee wage increase
- **\$2.0 million** for eligible General Employee market increases



Transforming Healthcare Through Marathon Health Clinics

Our **NEW** Marathon Health Clinics are a revolution to the city’s healthcare benefit offerings. Available to our employees and dependents on the healthcare plan, they provide convenient and affordable access to primary care, preventive care, chronic disease management, health coaching, labs, medication management and referral coordination in a one-stop-shop.



Virginia Retirement System (VRS)

As of January 1, 2024, the city is now a VRS employer! From this day forward, new qualifying employees are automatically entered into VRS, and existing employees have twelve months to decide whether to stay in the Richmond Retirement System (RRS) or transition to VRS. The choice to adopt VRS as the city’s retirement plan was part of a holistic strategy to increase the stability and health of city-offered retirement options.

Delivering Capital Projects

As we evaluate our service delivery, we are adjusting our organizational structure to meet the demands of our changing environment. This year's budget establishes a Department of General Services (DGS) to enhance our focus on delivering capital projects.

The Department of General Services (DGS)

- **\$500,000** for establishing the new department and providing operational funds.
- DGS will be responsible for:
 - **Fleet Management**
 - **Real Estate**
 - **Special Capital Projects**
 - **Parking Enterprise** which consists of **11** parking garages, **7** surface lots, with approximately **7,900** off-street spaces, **11,070** on-street, metered, and pay stations spaces.



General Services will:

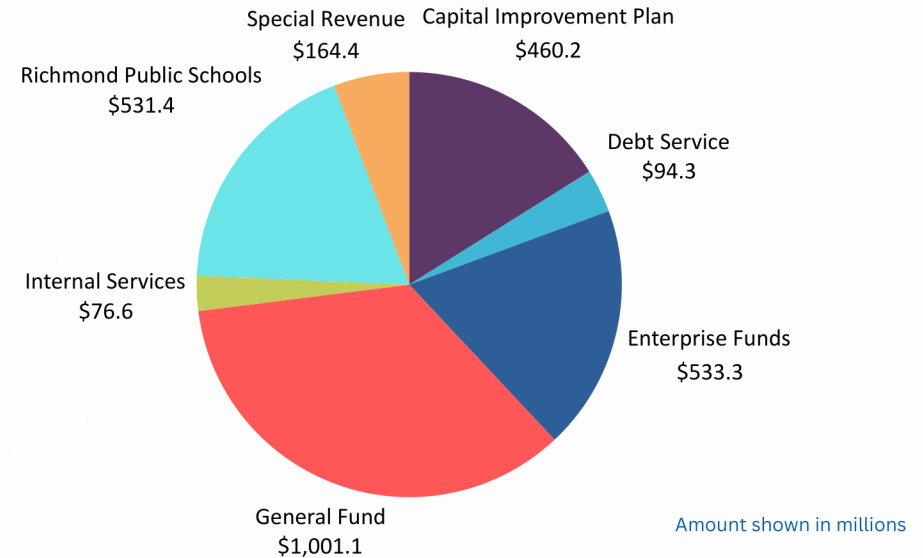
- Support the delivery of capital projects on time and on budget.
- Coordinate space needs to maximize operations.
- Ensure sustainable practices are included in facility and fleet operational decisions.
- Enhance curb management for parking to advance and support vibrant, inclusive, and mobile communities.



Budget by Category

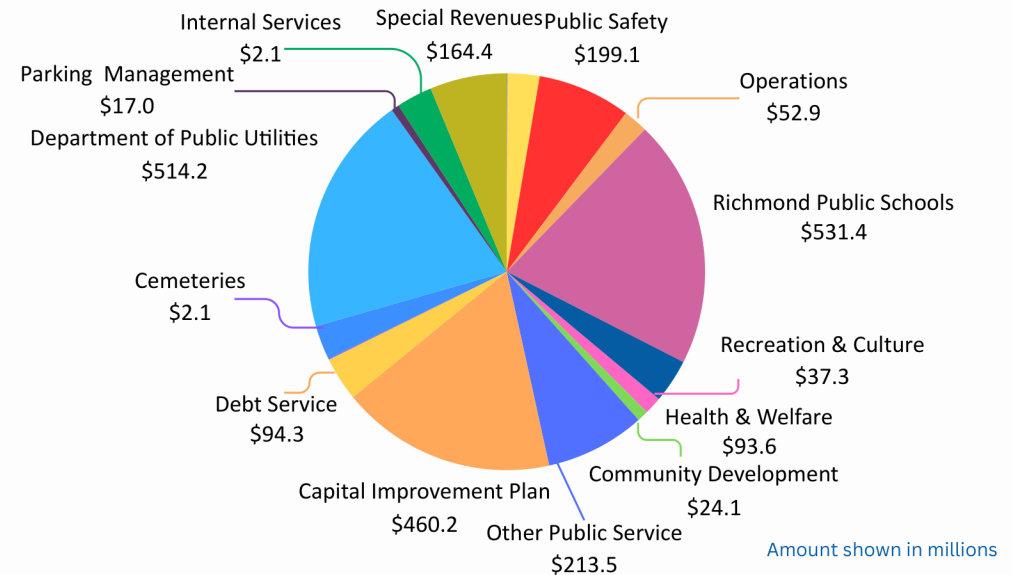
Adopted FY 2025 All Funds - Revenue (Sources)

Budget is \$2.9 billion, of which \$1.0 billion is General Fund:



Source: Adopted Annual Fiscal Plan - Financial Summary, Section 2 page 9

Adopted FY 2025 All Funds - Expenditures (Allocation)



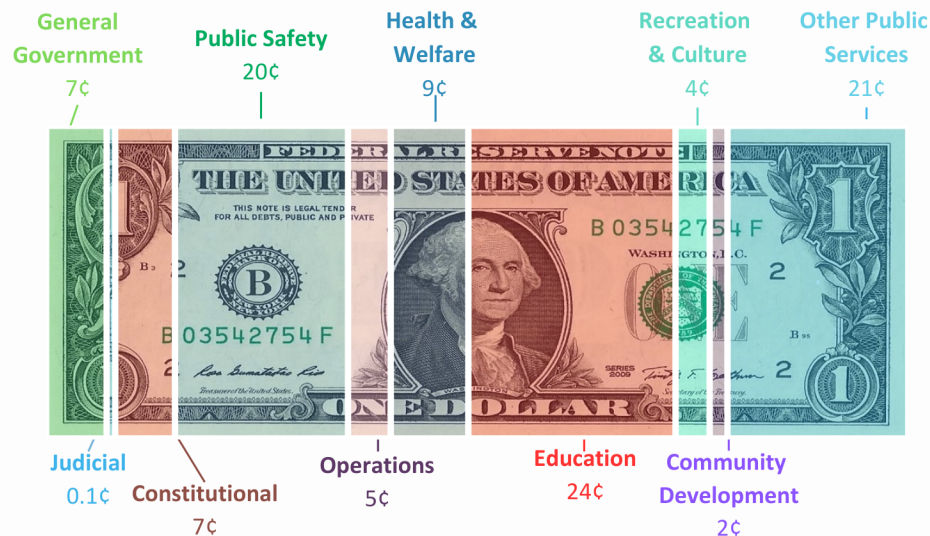
Source: Adopted Annual Fiscal Plan - Financial Summary, Section 2 pages 7-8

Frequently Asked Budget Questions

What is the General Fund?

The General Fund is the city's primary operating fund. It is used to record all revenue sources and expenditures that are not accounted for in other funds. The city's main revenues sources are real estate and personal property taxes. Other revenue sources are federal and state distributions, other local taxes, licenses, permits and fees, fines and forfeitures, and charges for goods and services. The revenues are used to pay and support the operations of the city.

Where Does General Fund Money Go?



What is the Enterprise Fund?

Enterprise funds generate revenue through user fees. These funds are usually self-supporting and must raise enough revenue for operations and capital improvement projects. These funds are dedicated to the services they provide and must be self-supporting.

What is the Capital Improvement Plan (CIP)?

The CIP is used to strategically invest in construction of facilities and infrastructure throughout the city. A capital project usually involves land acquisition, construction, maintenance, or renovations. A project will result in a physical asset such as a school building.

Transforming Our Spaces

We strive to ensure the city is a beautiful place to live, work, and play. Investments in community spaces create thriving neighborhoods and provide welcoming areas for all citizens and visitors. Recreational, cultural, and design enhancements add vibrancy to the city.

Cityscape Improvements



- **\$13.0 million** for the planning, designing, land acquisition, and construction of the Shockoe Project, a multi-use enslaved African cultural and heritage park-like campus that will surround the future National Slavery Museum in Shockoe Bottom.
- **\$10 million** to support new developments on the southside through the **Southside Economic Development** project.
- **\$8.7 million** for **Hull Street Improvements** for various improvements to the full corridor, including sidewalk installation, shared use paths, and replacement of the Manchester Canal bridge crossing.
- **\$6.1 million** for the floodwall and levee system which is approaching 30 years of service. This funding is critical for renewing the originally installed asset.
- **\$4.0 million** for improvements to **Brown's Island** to develop river and canal terraces, play spaces, trees and landscaping, ADA and pedestrian improvements, and permanent restrooms.
- **\$6.2 million** for **Fall Line Trail** construction of the city's portion of the 43-mile trail connecting communities, schools, and jobs across seven localities by providing shared-use paths, bike lanes, and other amenities.
- **\$5.9 million** for **park improvements** of neighborhood parks, cemeteries, community centers, green spaces, and maintenance needs.
- **\$2.5 million** for the development of the **James River Master Plan**.



Safeguarding Our City

Maintaining a safe city requires support from a broad public safety ecosystem. Facilities, vehicles, and apparatus are foundational elements safety personnel use to keep residents safe in their homes and neighborhoods.

Investing in Public Safety Infrastructure

- **\$14.0 million** for the **General Capital Maintenance** Program to fund capital improvements for police precincts, the Richmond Juvenile Detention Center, and fire stations. The average age of our police precincts is **25 years** and the average age of our fire stations is **51 years**.
- **\$1.4 million** will be added for **Fire Station 21** for a project total of **\$16.4 million**.
- **\$7.7 million** will be added for **First Police Precinct** for a project total of **\$17.7 million**.



- **SAFER (Staffing for Adequate Fire and Emergency Response) Grant**. This **\$13.7 million** received in FY 2023 enabled Richmond Fire to hire and train 72 new Firefighters.
 - **\$4.6 million** will be added in FY 2026 to continue this effort.
- **\$10.0 million** for fire apparatus, police vehicles, and refuse trucks.

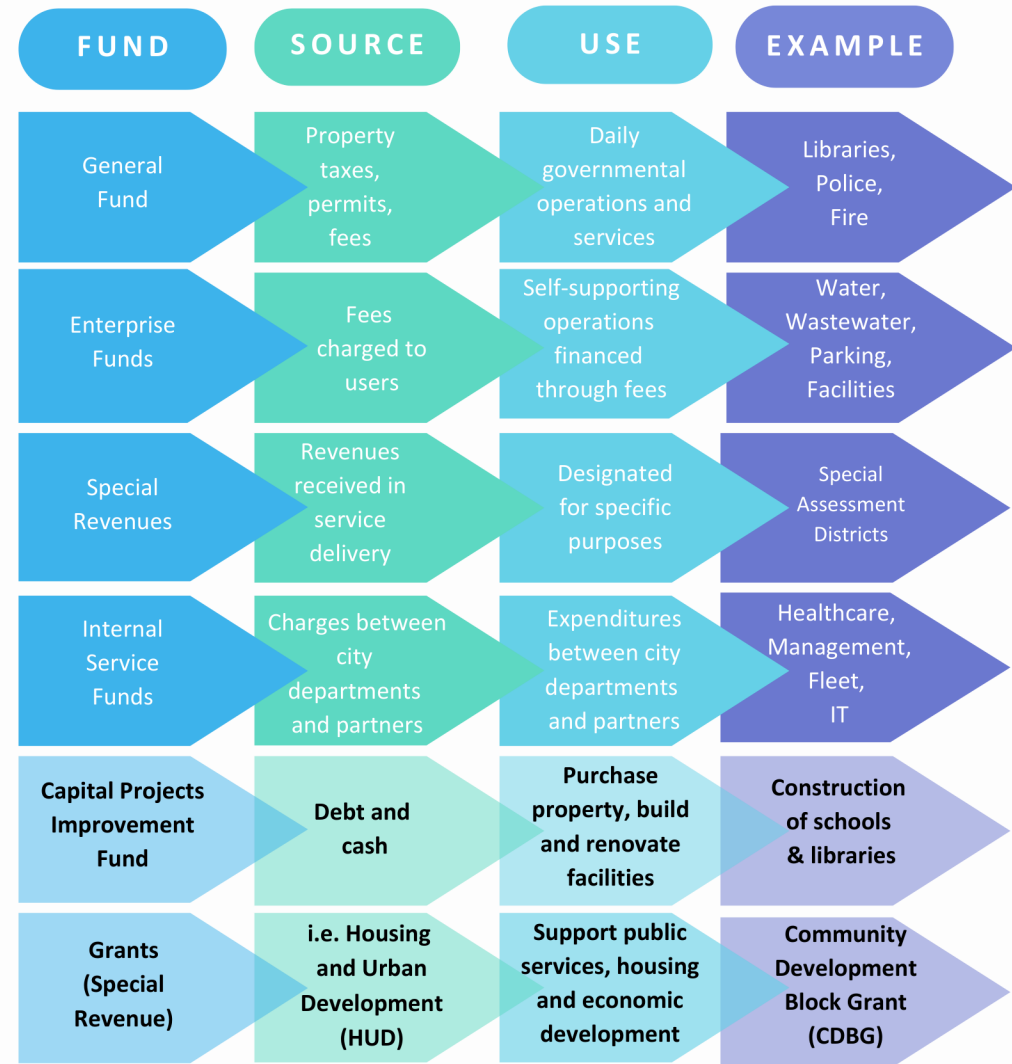
Vision Zero Network

Vision Zero is a multidisciplinary global strategy to eliminate all traffic fatalities and severe injuries while increasing safe, healthy, and equitable mobility for all. Vision Zero efforts are a critical component of our **Complete Streets**.



\$21.0 million is included for the Complete Streets program. Complete Streets refers to a transportation policy and design approach that requires safe, accessible, and comfortable travel for users of all ages and abilities regardless of their mode of transportation.

How are City Services Funded?



The first four sources make up the city's operating budget.

How do I get involved in the budget process?

Connect with us through:

- ✓ Citizen surveys
- ✓ Community town halls
- ✓ District meetings
- ✓ City Council meetings
- ✓ City engagement events

Investing in Our Future

Children and families are the future of the City of Richmond. We ensure a brighter future for our community when we make sustainable, long-term investments in education and health. Investments in children and families include:

Health Equity Trust Fund: \$500,000

The Health Equity Trust Fund supports and strengthens community-led efforts to address health disparities. It helps lessen the disproportionate burden of adverse outcomes in certain areas of: health disparity, mental and behavioral health, substance use, maternal and child health, access to care, food access and security, and underlying health conditions. ***This program was created entailing American Rescue Plan Act (ARPA) funding and is now a General Fund Program.***

Early Childhood Care and Education (ECCE) Trust Fund: \$500,000

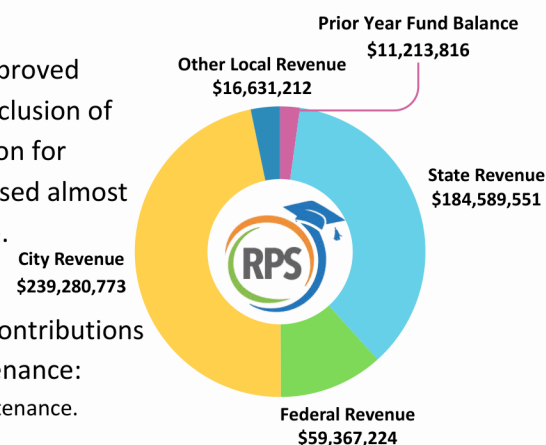
The ECCE Trust Fund supports the well-being of individuals, families, and communities. When children are healthy, safe, and learning in their early years, they enter kindergarten prepared for school and on a path to reach their full potential as adults. When parents and caregivers have reliable and affordable childcare, they are better able to maintain employment. When a workforce is provided childcare opportunities, economic productivity increases.

Richmond Public Schools

Investing in schools is the key to improved academic performance. With the inclusion of FY 2025 funding, the city contribution for Richmond Public Schools has increased almost 60% since Mayor Stoney took office.

Specifically, FY 2025 includes:

- **\$17.8 million** in General Fund Contributions
- **\$17.6 million** in total for maintenance:
 - \$2.5 million for school capital maintenance.
 - \$5.1 million in prior year funding.
 - Up to \$10 million for construction cost for maintenance.



Source: City of Richmond Adopted FY 2025 Budget and RPS Adopted FY 2025 Budget

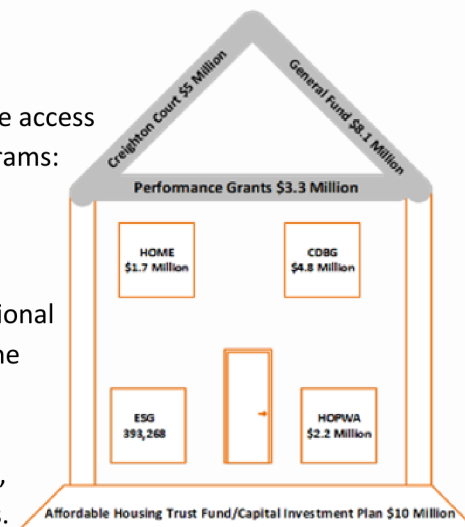
Providing Housing and Homeless Services

As Richmond, like many other cities, continues to face a housing crisis, the need for accessible affordable housing options and eviction and homeless services solutions is paramount.

Providing Affordable Housing

We are ensuring residents have adequate access to housing through a diverse set of programs:

- **\$40.0 million** over FY 2025-2028 to develop **Affordable Housing** units.
- Invested **\$17.2 million** with an additional **\$1.8 million** planned in FY 2026 in the **Highland Grove/Dove Street Redevelopment**, which includes the construction of 139 residential units, planning, design, and street updates.



- **\$5.0 million** for the installation of infrastructure to support the redevelopment of the **Creighton Court Affordable Housing Neighborhood**, such as roads, curbs, gutters, sidewalks, paving, streetscaping, underground utilities, and stormwater management.
- **\$1.0 million** for the **Eviction Diversion Program** to help divert evictions by providing financial resources, outreach, education, and support to families.
- **\$500,000** for a Right to Counsel initiative to provide legal services for families facing eviction.

Addressing Homelessness

To respond to and support individuals in transition from homelessness, the new **Office of Homeless Services** will centralize Homeless Shelter operations:

- **\$200,000** for a new Housing Resource Center to provide referrals for shelter, hygiene facilities, medical care, and housing/employment assistance.
- Seven **Resource Liaisons** to serve the unhoused population.
- **\$4.2 million** to support **year-round emergency shelter operations**.

Fostering Community Resilience

We remain steadfast in our commitment to fostering a resilient and environmentally responsible city. The Adopted FY 2025 Budget reflects our unwavering dedication to resiliency measures that safeguard our natural resources and promote economic vitality and social equity. Community resilience is the core principle guiding every decision we make, ensuring that our actions today contribute to the well-being of generations to come.

Richmond Resilience Initiative (RRI)

The RRI supports residents of the City of Richmond impacted by the 'cliff effect' brought on by the Covid-19 pandemic. Administered through the Office of Community Wealth Building, up to \$500 can be provided monthly to supplement residents' income for 24 consecutive months. ***This program was created with ARPA funding and is now a General Fund Program.***



- **\$500,000** invested in FY 2025
 - **\$15,600** median household income per year
 - Up to **\$500** in monthly payments

Neighborhood Climate Resiliency Grant Program

In our efforts to make Richmond more sustainable, **\$250,000** is provided in grants to support to non-profit organizations and partners working to stem the effects of climate change. The program has already provided over \$865,000 to local non-profits. The Neighborhood Climate Resiliency Grant embodies both the spirit of the newly adopted RVAgreen 2050 Climate Equity Action Plan 2030 and the city's Equity Agenda. ***This program was created with ARPA funding and is now a General Fund Program.***



Supporting Children and Families

Providing positive out-of-school activities for youth is a crucial service for children and families. We are dedicated to improving youth outcomes, with investments in targeted programming.

Building A Strong Foundation for the Future



- **\$1.0 million** for the community-based **Positive Youth Development Program**. This team engages youth in high-quality learning opportunities, academic support, and enrichments through afterschool, summer, weekend, and other initiatives through NextUp RVA.
- **\$1.0 million** for the **Family Crisis Fund** will be distributed to individuals who have emergency financial needs who meet the eligibility criteria, which includes, but is not limited to, those who have experienced loss of income or benefits, childcare expenses, or emergency medical expenses (utilizing FY 2024 funds). ***This program was created with ARPA funding and is now a General Fund Program.***
- **YMCA of Greater Richmond**
 - **\$400,000** for the **Help1RVA** program for short-term assistance with housing, food, employment, childcare, or other needs.
 - **\$388,167** for **Out of School Time** to support families.
- **\$414,000** for **We Matter RVA** to work with youth and gun violence prevention. The program provides positive youth development opportunities and a financial incentive to children who have either witnessed gun violence firsthand or who have family members who have perpetrated gun violence.
- Over **\$500,000** for the **Trauma Healing Response Network** which employs a trauma healing coordinator to connect families impacted by violence with needed resources.
- **\$250,000** to continue to support the **Pathways Program** which began as a pilot in FY 2024 and covers the tuition of any eligible Richmond Public School graduate to attend the local community college.



Building Community Relationships

Strengthening customer service happens by establishing strong community relationships. As we re-envision our service delivery, we are prioritizing a direct community connection and engagement. To build a deeper relationship with our community, neighborhoods, and civic leagues, we are creating the Department of Neighborhood and Community Services.

The Department Neighborhood and Community Services

The **Office of Neighborhood Engagement** will provide a comprehensive and coordinated service delivery model for the community and neighborhoods at large. The office features:

- Neighborhood Specialists who will liaise between city services, civic associations, neighborhood groups, and with the community.
- **\$750,000** for Community Ambassadors who will offer in-person and localized community outreach.
- **\$278,500** in new and existing funding for Neighborhood Services and Civic Engagement to connect with homeowner associations and civic leagues/organizations.
- Services for the Offices of Immigrant & Refugee Engagement, Aging & Disability, Equity & Inclusion, and Children & Families.



Innovating Service Delivery

We are also ensuring innovative service delivery methods are centered around our customers. We are putting our customers at the forefront as we self-reflect, evaluate feedback, and identify areas for enhancement.

Enhancing Citizen Service and Response (311)



Increasing 311's customer-centric approach is a priority. As a front-line resource for our community, it is important that we answer calls, provide accurate information, and support the system that everyone turns to when non-emergency help is needed. As our community grows, so does the need for enhanced 311 services. Over the next we year, we will invest in advanced call center technology and infrastructure that will improve call routing, response times, and overall customer experience. A **\$783,752** investment is included in FY 2025 to support technology and staffing needs for these efforts.

Providing Public Transportation

The **Local Greater Richmond Transportation Company (GRTC) Zero Fare Program** provides access to multiple sources of alternative transportation available throughout the city. GRTC zero fare rides are funded through the Central Virginia Transportation Authority.



We are supporting accessible and multi-modal transit through:

- Approximately **70** bike lane miles, 30 of which are in development
- **\$486,000** to support the **City Bike Share System**
- **100** E-Scooters

Innovating Payment Systems



Over the next year, the city's customer-facing payment systems are getting a complete overhaul. **\$2.3 million** is dedicated for the RVA Pay system which replaces a legacy system that involves many manual processes. The new software will allow customers to access accounts, pay bills online, and get usage, balances, and payment history in a efficient manner.