



PROPOSED ANNUAL FISCAL PLAN FOR FISCAL YEAR 2025 BUDGET IN BRIEF



Mayor Levar Stoney

City Council Members

Council President Kristen M. Nye, District 4
Council Vice President Ann-Frances Lambert, District 3
Council Member Andreas D. Addison, District 1
Council Member Katherine Jordan, District 2
Council Member Stephanie A. Lynch, District 5
Council Member Ellen F. Robertson, District 6
Council Member Cynthia I. Newbille, District 7
Council Member Reva M. Trammell, District 8
Council Member Nicole Jones, District 9

Chief Administrative Officer J.E. Lincoln Saunders

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 Proposed FY 2025 Budget will **Strengthen 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: a city that is sustainable, progressive in thought and action, and provides premier municipal services while ensuring a high quality of life for residents, businesses, and organizations.

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Frequently Asked Budget Questions

As we focus on strengthening customer service, the Proposed FY 2025 Budget emphasizes the importance of the “nuts and bolts” of governance – the key relationships, systems, and structures that make our city run. The highlights of the of Proposed FY 2025 Budget include:

- **\$15.8 million** in local contribution for **Richmond Public Schools**
- **\$40.0 million** for **Affordable Housing** from FY 2025 - FY 2028
- **\$4.2 million** in total funding for **homeless services** and an **emergency shelter**
- **\$1.0 million** for the **Eviction Diversion Program**
- Social service programs, including:
 - **\$500,000** for Childcare and Education Trust Fund
 - **\$1.0 million** for Family Crisis Funding
 - **\$500,000** for Health Equity Trust Fund
 - **\$500,000** for Richmond Resilience Initiative
- **\$500,000 Right to Council** to aid in legal services
- **\$21.0 million** for traffic calming, sidewalks, and **Complete Streets**
- **\$15.6 million** for the **Fall Line Trail**
- Additional of **3 Park Rangers** in Parks, Recreation, and Community Facilities
- **\$13.0 million** for the **Shockoe Project**
- **\$4.0 million** for **park improvements and community center repairs**
- **\$20.00 per hour** minimum wage for city employees
- **\$5.7 million** for a 4% 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, ensures accountability to both employees and stakeholders, and offers diverse benefit options and competitive compensation.

Through the Proposed 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 proposing to raise the Minimum Wage again this year to **\$20.00 per hour (\$41,600 annualized)**. Our competitive minimum wage solidifies Richmond as a leader in the local 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
- **\$7.7 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 been given 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 proposes establishing 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 provide 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:

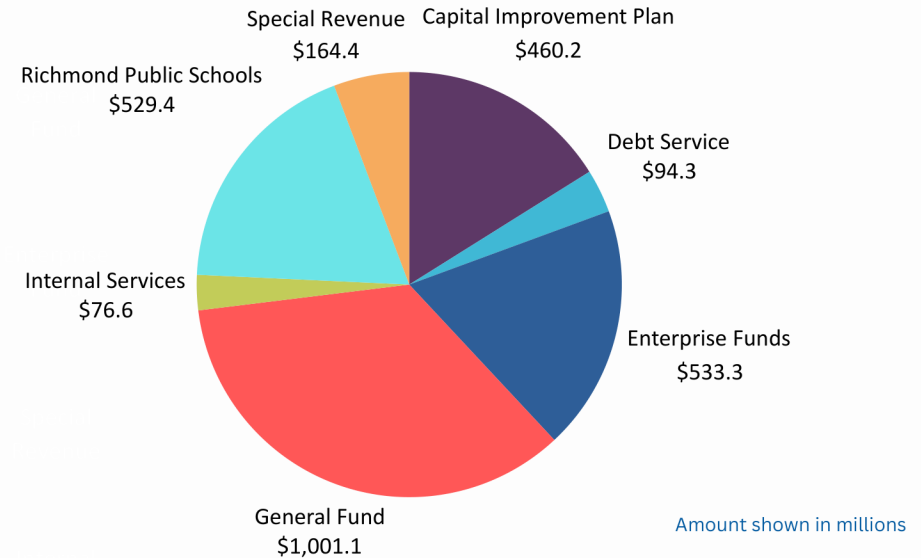
- Support the delivery of capital projects on time and on budget.
- Coordinate space needs to maximize operations.
- Ensure sustainable practices are included in facility and fleet operational decisions.
- Enhance curb management for parking to advance and support vibrant, inclusive, and mobile communities.



Budget by Category

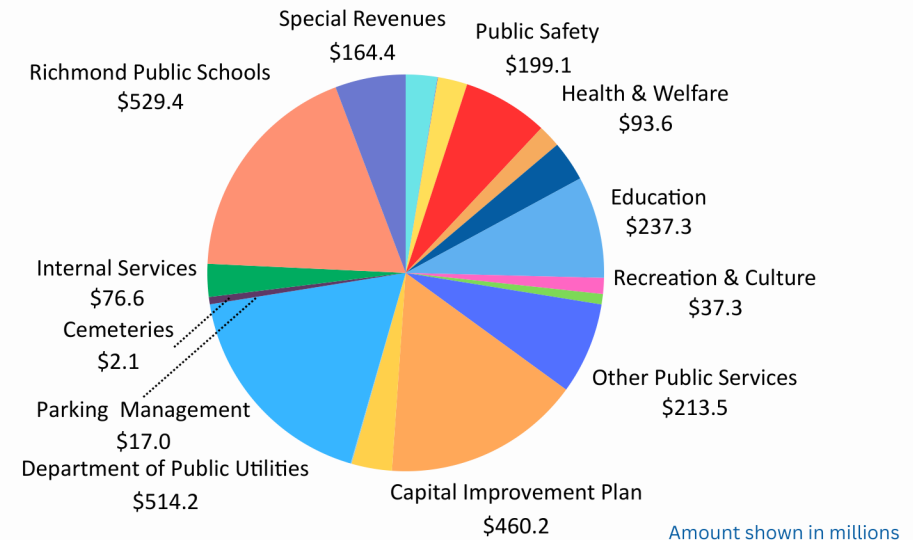
Proposed FY 2025 All Funds - Revenue (Sources)

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



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

Proposed FY 2025 All Funds - Expenditures (Uses)



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

Proposed FY 2025 Budget Highlights

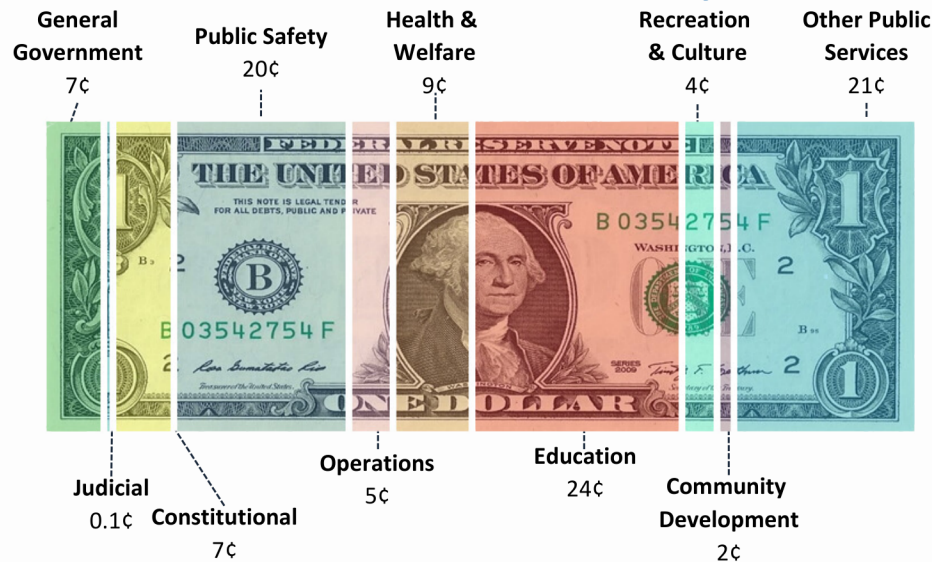


What is the General Fund?

The General Fund is the City's primary operating fund. It is used to account for 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. Our Proposed FY 2025 Budget invests in community spaces to provide meeting and gathering places and create vibrant neighborhoods. The Proposed Capital Improvement Projects provide an array of recreational, cultural, and design enhancements:

Cityscape Improvements



- **\$13.0 million** for the planning, designing, land acquisition, and construction for 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.
- **\$8.7 million** in **Hull Street Improvements** for various improvements to the full corridor, including sidewalk installation, shared use paths, and replacement of the bridge crossing the Manchester Canal.
- **\$6.1 million** for the Floodwall and Levee System which is approaching 30 years of service and there has been no investment in renewing the actual installed asset until now.
- **\$4.0 million** for improvements to **Brown's Island** to develop river and canal terraces, play spaces, trees and landscaping, ADA and pedestrian improvements, with the addition of permanent restrooms.
- **\$6.2 million** for **Fall Line Trail** construction of the city's portion of the 43 mile trail connecting communities schools, jobs across 7 localities providing shared-use path, bike lanes, and other amenities.
- **\$4.9 million** for **Park** improvements of neighborhood parks, cemeteries, community centers, green spaces, and maintenance needs.



Safeguarding Our City

A safe city requires support from a broad public safety infrastructure. Facilities, vehicles, and apparatus are foundational elements safety personnel use to keep residents safe in their homes and neighborhoods. To support these efforts, the Proposed FY 2025 Budget includes:

Investing in Public Safety Infrastructure

- **\$14.0 million** for the **General Capital Maintenance** Program to fund capital improvements to police precincts, the Richmond Juvenile Detention Center, and fire stations. The average age of our Police Precincts is **25 years** and the Fire Stations is **51 years**. Groundbreakings were held **February 2024** to construct the new **First Precinct** and the newest RFD Fire Station.



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

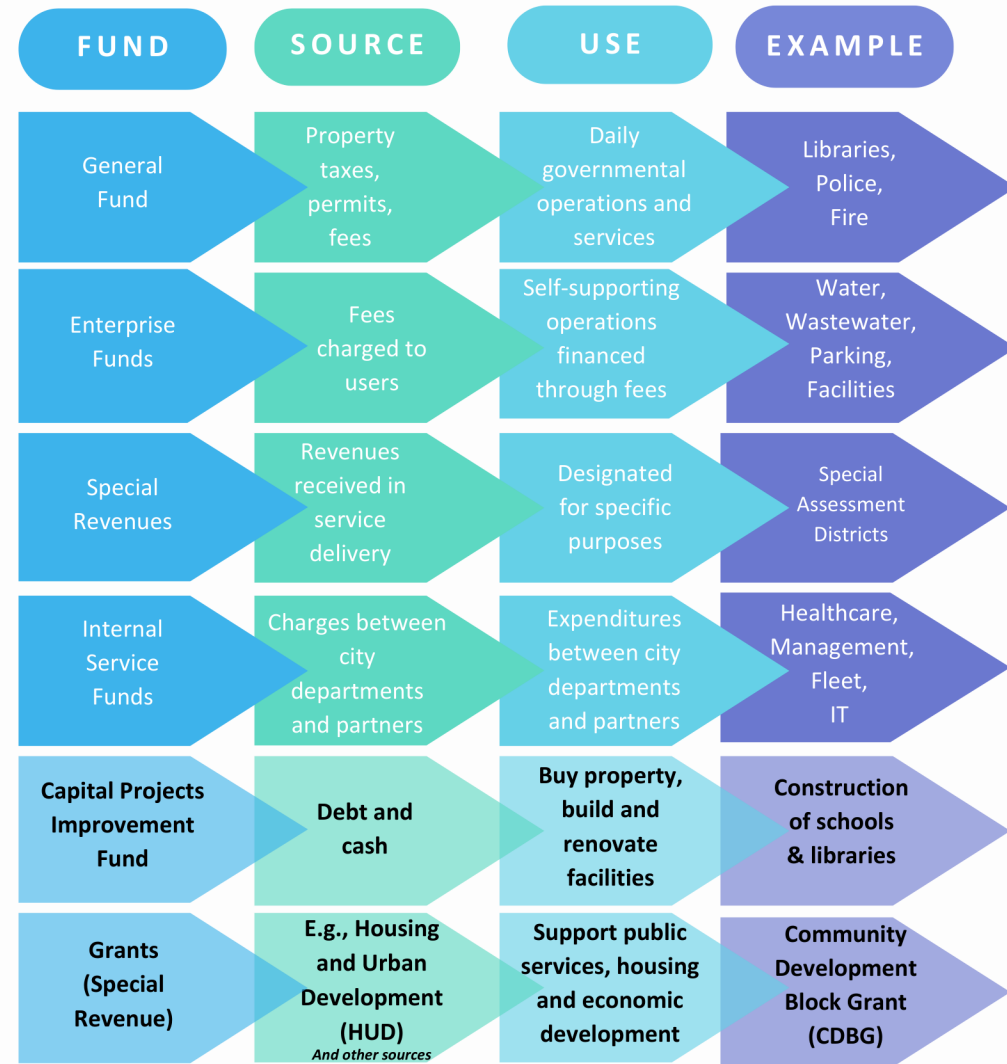
Vision Zero Network

Vision Zero is a multidisciplinary global strategy to eliminate all traffic fatalities and severe injuries while increasing safe, healthy, 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 held by the Mayor
- ✓ District meetings held by city council members
- ✓ City Council meetings

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. To do this, we are proposing:

Health Equity Trust Fund: \$500,000

The Health Equity Trust Fund establishes, supports, and strengthen community-led efforts to address health disparities. It will address the disproportionate burden of adverse health outcomes in certain focal 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 awarded with ARPA funding and is now a General Fund Program.***

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

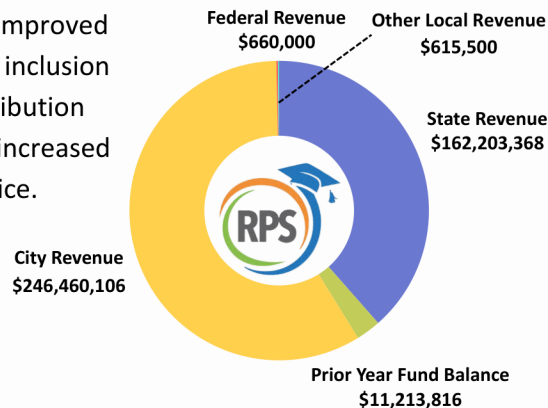
ECCE supports the well-being of individuals, families, communities, and economies. When children are healthy, safe, and learning in their early years, they enter kindergarten prepared for school and on a path to reach their full potential as adults. When parents and caregivers have access to reliable and affordable childcare they are better able to maintain employment. When a workforce is unhindered by inconsistent childcare 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 57% since Mayor Stoney took office.

Specifically, FY 2025 includes:

- **\$15.8 million** in General Fund Contributions
- **\$2.5 million** for school capital maintenance.



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

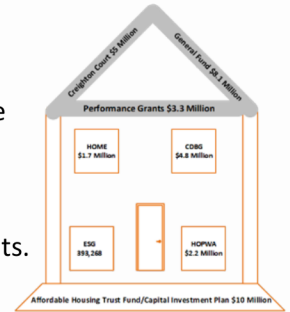
Providing Housing and Homeless Services

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

Providing Affordable Housing

We are taking action to ensure residents have adequate access to housing through a diverse set of programs:

- **\$40.0 million** over FY 2025-2028 to support the development of **Affordable Housing** units.
- We have 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 and planning, design, and streetscapes improvements.
- **\$5.0 million** for the installation of infrastructure to support redevelopment of the **Creighton Court Affordable Housing Neighborhood**, such as, roads, curbs, gutter, sidewalks, paving, streetscaping, underground utilities, and stormwater management.
- **\$1.0 million** continues the **Eviction Diversion Program** to divert evictions by providing financial resources, outreach, education, and support to families.
- **\$500,000** Right to Counsel will provide legal counsel for families facing eviction.



Addressing Homelessness

We are responding to and supporting individuals in transitioning out of homelessness. The **Office of Homeless Services** will centralize and coordinate all Homeless Shelter operations:

- **\$200,000** is proposed for a new Housing Resource Center to provide referrals for shelter, meals, hygiene facilities, medical care, and assistance in finding housing or employment.
- 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 Proposed FY 2025 Budget reflects our unwavering dedication to resiliency measures that both safeguard our natural resources and promote economic vitality and social equity. Community resilience is a guiding principle that informs every decision we make, ensuring that our actions today contribute to the well-being of generations to come. To this end, funding is proposed for the following:

Richmond Resilience Initiative (RRI)

The RRI supports residents in 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 will be given monthly to supplement their income for 24 consecutive months. ***This program was awarded 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 proposed to provide grant support to non-profit organizations and partners in Richmond working to stem the effects of climate change. The program has already provided over \$865,000 to local non-profits. The Neighborhood Climate Resilience 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 awarded with ARPA funding and is now a General Fund Program.***



Supporting Children and Families

A crucial service for children and families is providing positive out-of-school activities for youth. The city is dedicated to improving youth outcomes, with investments in targeted programming like the following:

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 **Family Crisis Fund** will be distributed to individuals who have emergency financial need who meet the eligibility criteria, which includes but is not limited to those who have experienced loss of income or benefits, childcare expenses, emergency medical expenses, just to name a few. ***This program was awarded with ARPA funding and is now a General Fund Program.***
- **YMCA of Greater Richmond**
 - **\$400,000** for the **Help1RVA** program for short-term assistance to find help with housing, food, employment, child care 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 through strong community relationships. As we re-envision service delivery, we are putting emphasis on direct community connection and engagement. To build a deeper relationship with our community, neighborhoods, and civic leagues, we propose to centralize coordinate services through the Department of Neighborhood and Community Services.

This year, we are prioritizing relationship-building with businesses, neighborhoods/civic associations, and business associations to ensure we deliver coordinated and comprehensive city services that meet the needs of our residents.

The Department Neighborhood and Community Services

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

- Neighborhood Specialists will liaise between City services, Civic Associations, neighborhood groups, and the community.
- **\$750,000** Community Ambassadors that 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.
- This will serve 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 & Response (311)



Increasing 311's customer-centric approach is a priority. As a front-line system for our community, it is important that we answer calls, provide accurate information, and support the community resource 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 to improve call routing, response times, and overall customer experience. A **\$1.0 million** investment is proposed for FY 2025 to support technology and staffing needed for the efforts.

Providing Public Transportation

The **Local Greater Richmond Transportation Company (GRTC) Free Fare Ride Program** provides access to multiple sources of alternative transportation available throughout the city, our goal is to remove barriers to wellness, work, family, and community.

- Supports continued GRTC Fare Free rides funded through the Central Virginia Transportation Authority
- Approximately **70** Bike lane miles
 - **30** miles in the design phase
- **\$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 proposed for the RVA Pay system which will replace a legacy system that involves many manual processes. The new software will allow access to accounts, to pay bills online, get usage, balances, and payment history in a more timely manner.