

County of Henrico, Virginia

Recovery Plan Performance Report

State and Local Fiscal Recovery Funds

2025 Report

Henrico County, Virginia
2025 Recovery Plan

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GENERAL OVERVIEW

Executive Summary

As part of the American Rescue Plan Act (“ARPA”) Coronavirus State and Local Fiscal Recovery Funds (“SLFRF”) terms of award, Henrico County has prepared this Recovery Plan and Performance Report (“the Report”) for the period spanning the date of award to July 31, 2026. The information contained in this report is to provide the public and U.S. Department of the Treasury a comprehensive review of Henrico County’s plan and use of the SLFRF funds. This initial report was constructed based on guidance contained in the U.S. Department of the Treasury’s Compliance and Report Guide version 1.1 dated June 24, 2021.

As of July 31, 2025, Henrico County has appropriated \$64,257,518 of the SLFRF funds received. The County engaged the community through public hearings and other existing methods to determine the best use of these funds. Henrico County is dedicated to being a diverse, equitable, and responsible force in our community and will continue to uphold these values while implementing projects under the SLFRF program.

Uses of Funds

Henrico County applied for SLFRF funds on July 15, 2021; and was subsequently awarded \$64,257,518. Half of the award, \$32,128,759, was confirmed received on July 22, 2021. Henrico County requested the second SLFRF tranche payment of \$32,128,759 on July 19, 2022.

Public hearings and other opportunities for public engagement took place in 2021 to assist in deciding on how best to use the SLFRF award to support the communities in Henrico County. County leadership decided to use all the SLFRF funds for water and wastewater infrastructure improvements centered around the oldest sections of the system and the community’s most vulnerable populations.

Promoting equitable outcomes

Henrico County prides itself in being an incredibly diverse locality dedicated to promoting equity among its residents. The County believes its use of the SLFRF award for water and wastewater infrastructure improvement projects to serve the most vulnerable and marginalized populations within the County. See the project inventory section for specific projects serving our community.

Community Engagement

Henrico County held public hearings in 2021 regarding the proposed uses of these funds to gather the public’s input. Other opportunities for public engagement were incorporated as various projects were considered throughout the planning process. The County will continue to update citizens through already established regular communications networks including a link to the County’s use of stimulus funding received on the County’s home page at www.henrico.us/finance/divisions/office-of-management-and-budget/henrico-county-stimulus-funding/

Labor Practices

Henrico County received the honor of being named one of the 2021 top places to work in the Greater Richmond Area by the Richmond Times Dispatch. This distinction was determined through multiple testimonials provided by employees on numerous topics affecting morale in the workplace including leadership, training, community involvement, diversity, and others. The County is dedicated to leveraging the recognition and results of the survey as a benchmark of how employees perceive the County and to understand what areas growth and improvement are needed.

The County supports a full-time Diversity, Equity, and Inclusion Specialist who assists in promoting best practices, resources, and partnerships to achieve these goals separate from the services offered by Employee Relations, adding an additional level of protection for employees. Annual county-wide employee engagement surveys provide feedback on employee morale and identify opportunities for additional employee benefits and programs.

The County also monitors labor market trends and analyses to proactively identify and make equitable adjustments to job classifications and alleviate wage compression by building on previous efforts and through the award of additional pay step increases. Any future projects that receive SLFRF funds will be subject to these same practices.

Use of Evidence

Henrico County does not currently intend to utilize SLFRF funds for evidenced-based interventions. Future projects may be subject to evaluations in like kind.

Performance Report

See attached project listing and performance indicators.

Project Inventory

See attached project listing.

County of Henrico, VA
Water and Sewer Infrastructure Project Inventory

Project Number	Project Name	Estimated Cost	Design	Construction	Category Number	Category Name	Length of Pipe (ft)	# of Houses Served	District	Project Overview	Performance Indicators
09219	Greenwood Estates Water	\$ 1,305,352	\$ 160,000	\$ 1,145,352	5	Infrastructure	2,600	19	Brookland	County water will replace approximately 19 wells	19 new wells constructed
09218	8704 West Broad Street	\$ 198,623	\$ 170,000	\$ 28,623	5	Infrastructure	115	0	Brookland	Sewer extension will take private pump station and septic system offline	Improves sewer/septic for community business
09217	River Run Drive/Wood Brook Road (Rock Springs)	\$ 1,446,918	\$ 50,000	\$ 1,396,918	5	Infrastructure	4,400	34	Brookland	Water will replace approximately 34 well systems	34 new wells constructed
09220	Old Washington Highway	\$ 9,022,142	\$ 600,000	\$ 8,422,142	5	Infrastructure	4,400	14	Brookland	Sewer will allow for area to begin to be served by Public Utilities and will eventually address 460 septic systems	14 houses are served by this portion of the Greenwood Area Sewer Master Plan (which the entire area serves 460 houses)
09223	Brooking Meadow Drive/Cedar Fork Road	\$ 26	\$ 26	\$ -	5	Infrastructure	750	11	Fairfield	Sewer extension will address service issues at the Brooking Meadow Drive/Cedar Fork Road intersection (* 0 existing houses, 1 new house, and 10 future houses by Henrico Votech)	Sewer improvements for community homes
09222	Croydon Road	\$ 2,670,729	\$ 300,000	\$ 2,370,729	5	Infrastructure	3,700	44	Fairfield	Sewer will replace approximately 16 septic systems	Will allow conversion of septic systems for 44 homes and one church to public sewer.
09221	Tuckahoe Creek Trunk Sewer	\$ 8,367,142	\$ 800,000	\$ 7,567,142	5	Infrastructure	8,800	78	Three Chopt	Sewer will take offline private pump stations that are in disrepair	17 homes + Henley and Stonehurst (85 lots of which 24 are vacant) = 78
09224	Drouin Hill Extension	\$ 865,382	\$ 50,000	\$ 815,382	5	Infrastructure	10,700	60	Tuckahoe	Sewer will replace approximately 60 septic systems	60 new septic systems constructed
09225	Hanover Rd / Graves Rd Sewer Extension	\$ 1,434,781	\$ 175,000	\$ 1,259,781	5	Infrastructure	1,500	10	Varina	Sewer will replace approximately 10 septic systems	10 septic systems constructed
09226	Greendale Park Sewer Extension	\$ 6,841,234	\$ 950,000	\$ 5,891,234	5	Infrastructure	5,680	61	Varina	Sewer will address 9 septic systems possibly in need of repair	61 lots total but 9 have applied for septic repair permits from the Health Department
09257	Longmeadow Drive	\$ 237,830	\$ 237,830	\$ -	5	Infrastructure	1,744	12	Brookland	Sewer will address 14 septic systems possibly in need of repair	Repair/replacement of 14 septic systems
09258	Mill Road Area Collector	\$ 282,660	\$ 282,660	\$ -	5	Infrastructure	3,800	16	Brookland	Sewer will address an area with 460 septic systems	34 houses are served by this portion of the Greenwood Area Sewer Master Plan (which the entire area serves 460 houses)
09259	West Braxton Area Collector	\$ 491,039	\$ 491,039	\$ -	5	Infrastructure	6,000	14	Brookland	Sewer will address an area with 460 septic systems	14 houses are served by this portion of the Greenwood Area Sewer Master Plan (which the entire area serves 460 houses)
09260	Area H Outfall and Outfall Collector	\$ -	\$ -	\$ -	5	Infrastructure	4,700	12	Brookland	Sewer will address an area with 460 septic systems	12 houses are served by this portion of the Greenwood Area Sewer Master Plan (which the entire area serves 460 houses)
09262	Greenwood Court and Colfax Road Area	\$ 726,607	\$ 726,607	\$ -	5	Infrastructure	8,900	41	Brookland	Sewer will address an area with 460 septic systems	41 houses are served by this portion of the Greenwood Area Sewer Master Plan (which the entire area serves 460 houses)
09263	Glover Park Sewer and Pump Station	\$ 26	\$ 26	\$ -	5	Infrastructure	11,400	20	Brookland	Sewer will address septic systems and replace undersized pump station	20 houses are served by this portion of the Greenwood Area Sewer Master Plan (which the entire area serves 460 houses)
09266	Woodcliff Subdivision Sewer	\$ 1,331,411	\$ 250,000	\$ 1,081,411	5	Infrastructure	2,430	15	Fairfield	Sewer will replace approximately 15 septic systems	15 new septic systems
09268	Majellan Parkway Water Main	\$ -	\$ -	\$ -	5	Infrastructure	900	0	Fairfield	Water will support Scott Road and GreenCity	Water service for 20 homes in the community
09269	Ravenswood Sewer	\$ -	\$ -	\$ -	5	Infrastructure	5,800	43	Fairfield	Sewer will replace approximately 43 septic systems.	43 new septic systems
09270	Quarry Hill Road Area / Pouncey Tract West	\$ -	\$ -	\$ -	5	Infrastructure	1,400	0	Three Chopt	Pump Station and Force Main will for westernmost area of County to be served by Public Utilities	Would serve 17 houses if additional projects
09271	Westin Estates Area Sewers	\$ 5,214,790	\$ 500,000	\$ 4,714,790	5	Infrastructure	19,200	45	Three Chopt	Sewer will address 45 septic systems possibly in need of repair	45 septic systems repair/replaced
09272	West Ridge Subdivision Sewer Extension	\$ 8,318,432	\$ 500,000	\$ 7,818,432	5	Infrastructure	5,010	41	Three Chopt	Sewer will replace approximately 41 septic systems.	41 new septic systems
09273	Pembroke Subdivision Sewer Extension	\$ 2,799,160	\$ 350,000	\$ 2,449,160	5	Infrastructure	1,960	20	Tuckahoe	Sewer will replace approximately 20 septic systems	20 new septic systems
09276	Pine Heights Subd Sewer	\$ 2,459,902	\$ 400,000	\$ 2,059,902	5	Infrastructure	5,280	50	Varina	Sewer will replace approximately 50 septic systems	50 new septic systems
09274	Greenwood Road Water Extension	\$ 892,769	\$ 200,000	\$ 692,769	5	Infrastructure	1,260	11	Brookland	Water will replace approximately 11 well systems	Close gap (12" DI) bet. Quail Walk Dr. & Braxton Ave
09275	Hanover Road Sewer Extension	\$ 3,357,719	\$ 500,000	\$ 2,857,719	5	Infrastructure	3,280	12	Varina	Sewer will replace approximately 12 septic systems	3280 LF Sewer in Early St & Hanover Rd per Master Plan
09277	Lucas Road Water Extension	\$ 1,106,319	\$ 150,000	\$ 956,319	5	Infrastructure	1,950	16	Brookland	Water will replace approximately 16 well systems	Extend 8" main in Lucas Rd, approx. 1950 LF
09317	Francis Road and Greenwood Road Sewer Extension	\$ 1,933,258	\$ 200,000	\$ 1,733,258	5	Infrastructure	2,200	17	Brookland	Provide sewer service to 17 residential properties on septic systems. Provide water service to 4 residential properties on individual wells.	