

EMERGENCY MANAGEMENT AND WORKPLACE SAFETY

DESCRIPTION

The focus of Emergency Management and Workplace Safety (EMWS) is to promote a safe and prepared environment for Henrico County residents, visitors, and employees by providing education and outreach to build and improve capabilities related to emergency and safety preparedness, response, recovery, and mitigation.

OBJECTIVES

- To develop and maintain a culture of safety, sustainability and preparedness to all County residents, visitors, and employees.
- To maintain and operate the Emergency Operations Center (EOC) for training and activations.
- To collaborate with County departments with training, preparation and compliance review related to safety in the workplace.

BUDGET HIGHLIGHTS

The EMWS proposed budget for FY27 totals \$1,795,257, an increase of \$447,586 33.2%. The personnel component increased by \$88,016 or 7.9% due to changes in compensation and benefits. The operating component increased by \$400,000 or 218.7% due to \$398,200 additional funds to support the new warehouse, which will be used to store emergency management equipment, and \$1,800 for operating costs associated with the new mobile command center. As part of an exercise in fiscal prudence, this budget includes an operating decrease equivalent to 3% of the department's FY26 approved budget.

ANNUAL FISCAL PLAN SUMMARY

Description	FY25 Actual	FY26 Original	FY27 Approved	% Change
Personnel	\$1,038,080	\$1,119,749	\$1,207,765	7.9%
Operation	187,997	182,922	582,922	218.7%
Capital	42,237	45,000	45,000	0.0%
Subtotal	\$1,268,314	\$1,347,671	\$1,835,687	36.2%
Recommended Adjustment	0	0	-40,430	100.0%
Total	\$1,268,314	\$1,347,671	\$1,795,257	33.2%
Personnel Complement	8	9	9	0

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PERFORMANCE MEASURES

	FY25	FY26	FY27	26-27 Change
Workload Measures				
Higher hazard site audits performed	12	15	16	1
Moderate to lower hazard site assessments	21	30	32	2
Safety training for employees by contact hours	1,550	1,250	1,500	250
Webnet or virtual inspector-led training completed	4,433	4,500	4,000	-500
Workplace safety regulatory compliance safety hour	970	990	1,000	10
DMV driver report deficiency notifications	86	75	80	5
Workplace EAPs engaged	28	25	25	0
EM training by person hours	1,732	2,200	2,000	-200
EOC exercises by person hours	1,600	2,000	1,600	-400
COOP plans engaged	14	10	19	9
COOP plans activated	2	0	2	2
COOP exercise by person hours	0	23	23	0
Public Alerts sent	2	6	5	-1
EOC days active	10	32	20	-12
EOC staffing, EMWS person hours	300	960	750	-210
Public engagement events	7	8	8	0
Public engagement by person hours	25	50	50	0
CERT/Volunteer person hours	373	554	554	0
Grant dollars used	\$68,204.00	\$68,504.00	\$ 427,718.00	\$ 359,214.00

DEPARTMENTAL HIGHLIGHTS

Emergency Management/Workplace Safety supports county agencies and strengthens Henrico's resilience through preparedness, response, recovery, and mitigation efforts, while also delivering high-quality education and outreach to Henrico residents, businesses, and employees.

In the fall of 2025, EMWS partnered with County Public Relations to develop the Henrico County Community Preparedness Guide, a 40-page booklet molded on FEMA outreach materials and tailored specifically for Henrico County residents and businesses.

EMWS prepares for a wide range of threats and hazards by giving regional partners a low-risk environment to plan and collaborate, hosting two exercises each year. This ensures that state partners, local jurisdictions, public and private organizations, and Henrico departments have dedicated opportunities to meet and coordinate. This past year, EMWS conducted two full-scale exercises: The Richmond International Airport Full-Scale Exercise, and the 2025 Henrico Echo Lake Dam Full-Scale Exercise. After-action reports of both exercises will significantly enhance the County's ability to respond to future incidents and emergencies.

EMERGENCY MANAGEMENT

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The Emergency Operations Center (EOC) was activated for elections, water events, extreme winter weather, special events, and to support the impact of the federal government shutdown.

EMWS toured the District of Columbia Homeland Security and Emergency Management Agency's (DC HSEMA) EOC, where staff were able to take away best practices and ideas. In return, EMWS hosted DC HSEMA employees in Hazardous Incident Management Training (HIMT).

EMWS continues to collaborate with County departments and key stakeholders to maintain and enhance Continuity of Operation Plans (COOP), supporting the uninterrupted delivery of services to residents and visitors in the event of an emergency. EMWS also manages the County's alerting system, Everbridge, and sent out 5 messages on behalf of County departments to alert citizens in the past fiscal year.

Outreach efforts included individual neighborhood preparedness meetings, the Winter Ready Emergency Preparedness Fair, Glen Allen Day, and the employee appreciation event.

WORKPLACE SAFETY

Workplace Safety manages County-wide regulatory requirements, such as maintaining OSHA 300 Logs and other compliance documentation, and supports compliance with Virginia Occupational Safety and Health (VOSH) standards. For the third year in a row, workplace inspections have increased, strengthening hazard identification and mitigation efforts. Safety Officers identified 131 high-hazard items (all which required correction) and 39 moderate hazard items with recommendations for correction.

The Accident Review Board examines traffic incidents involving County vehicles and addresses contributing behaviors to reduce preventable crashes and oversees employee safety programs including CPR, first aid, AED training, and the Safety Liaison program. CPR and first aid training was provided to 150 Henrico County Public Schools employees, as the first coordinated effort between the two groups to certify employees at this scale.

EMWS collaborated with multiple agencies this year to develop and update workplace Emergency Action Plans (EAPs), helping ensure the safety of both employees and visitors during critical incidents.