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**Subject:** Message from the County Manager  
**Date:** June 26, 2026 at 2:33 PM  
**To:** All Office 365 Mailboxes All-Office-365-Mailboxes@henrico.gov

JV

Dear Henrico County Team:

As we prepare to head into a new fiscal year on July 1<sup>st</sup>, I wanted to make you aware of an external factor that will have an impact on the county's bottom line. I also wanted to ask for your support, as a team, to take some small actions that can help reduce this impact for us as employees and for the taxpayers whose resources we shepherd.

Beginning July 1<sup>st</sup>, the rate we pay for electricity used in all Henrico County government and school facilities will increase dramatically — by 25%, **increasing costs by an estimated \$5 million next fiscal year**. We anticipate more rate increases for electricity in the years ahead.

To mitigate the impact of higher electric costs, I am asking that we, collectively, make slight adjustments to conserve electricity across our individual workspaces.

- Turn off your lights when leaving your workspace, including when you leave for the day.
- Turn off your computers/laptops at the end of each workday.
- If your workspace has windows, adjust the blinds to manage heat from sunlight.
- Unplug any appliances, chargers, or other electrical items when they are not in use.
- Please limit use of (or refrain altogether from using) space heaters. A typical space heater alone can cost the county from \$150 to \$300 per year in electricity costs.

These may seem like insignificant changes, but when they are undertaken by thousands of employees in dozens of county facilities, they will add up and make a difference. Each dollar we can save by conserving electricity is another dollar the county can reinvest into staff and the services we provide our residents. You all take actions every single day to ensure good stewardship of taxpayer dollars. I am simply asking for one more.

The county has been taking steps for several years to improve energy efficiency and reduce the amount of electricity we use. For the last 15 years, all new county facilities have been intentionally designed and constructed to use less energy through the LEED program. Many county buildings have been fitted with rooftop solar systems to help reduce our reliance on grid electricity. Now we can further enhance these

advances by adjusting our individual habits and practices.

As with any challenge that we have faced, I know that we will do it as a team. Those of you who have been here long enough will recall the many cost-saving measures we implemented to help navigate the Great Recession more than 15 years ago. We are seeing this same innovation and creativity as each department seeks ways to reduce expenses by 3% in next fiscal year's budget.

We have faced challenges before, and with everyone pitching in, I know that we can and will do it again.

Thank you for all you do!

John

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