



GOVERN

ACCOMPLISHMENT HIGHLIGHTS

Enhanced Fiscal Transparency and Community Engagement **Focused Action Plan Initiatives Referenced: 1.1, 1.3**

- Community Conversations event hosted at the Convention Center in January 2024 followed by City Council two-day winter retreat.
- Presented the \$5 billion Capital Improvement Plan in Fall 2024, then convened a January 2025, two-day CIP retreat where Council established guiding principles and project priorities.
- In FY25, the Financial State of the City was conducted in partnership with the City's financial advisor to inform City Council and the public about the City's solid fiscal foundation and Capital Improvement Program planning.

Process Improvements and Accountability in Grants, Events, and Fleet **Focused Action Plan Initiatives Referenced: 1.4, 1.5, 1.13**

- In October 2024, a comprehensive review of the grant process was presented to Council and the public. Based on Council direction, improvements to streamline and align Community Organizations Grants (COG) and Regional Grant funding processes were implemented in FY24 and FY25.
- The Institute for Service Research evaluated City-supported festivals and events focusing on Return On Investment (ROI) analysis. In FY24, the City Council approved the Festival and Event Taskforce to develop policy recommendations, and the taskforce presented its formal report to City Council in FY25. The ROI analysis continues to inform recommendations for future City support.

Civic Engagement and Inclusive Communication **Focused Action Plan Initiatives Referenced: 1.8**

- Launched a Speakers Bureau, piloted the Neighborhood Ambassador Program, and developed a Language Access Plan to better reach all residents.
- Investing in Workforce Development, Recognition, and Continuous Improvement
- Focused Action Plan Initiatives Referenced: 1.9, 1.10, 1.11
- Introduced a citywide onboarding tool, hosted several career fairs, expanded military transition programs, and joined the U.S. Military Spouse Employment Partnership to strengthen the City's talent pipeline.
- During FY24 and FY25, Public Service Recognition Week was celebrated citywide; in December 2024, the 54th Annual Services Awards ceremony honored 74 employees serving more than 30 years; in spring 2025, the City launched the Core Values Champion Awards recognizing employees exemplifying the City's six core values.
- Upskilled City employees with process improvement tools through the Strategic Analytics Academy and a Lean Six Sigma Green Belt Certification pilot. Continued to acknowledge and recognize employee continuous improvement efforts through the Great Solutions program.

Enhanced City Facilities and Municipal Campus Operations

Focused Action Plan Initiatives Referenced: 1.13, 1.15, 1.16

- Modernized the City's fleet with an asset tracking system along with a vehicle-sharing system to improve vehicle usage and reduce maintenance costs.
- Public Utilities moved to Building 3 and reopened to the public on April 30, 2025.
- Planning and Community Development relocated to Building 3 and reopened to the public on May 7, 2025.
- In February 2024, the Virginia Beach Police Department headquarters relocated to the newly renovated Building 11, centralizing operations and modernizing the public safety infrastructure.