



PEOPLE, PLACES, PARTNERSHIPS

FY26 MID-YEAR PERFORMANCE REPORT

FOCUSED & TRANSPARENT PERFORMANCE

The City of Virginia Beach strives to ensure that its operations and efforts are strategic and focused. The City's 2025-2027 Focused Action Plan translates vision and goals into an actionable strategy that guides our organization's focus, work and resource alignment. The Plan's three overarching key focus areas – **People, Places, Partnerships** – and underlying initiatives and performance measures allow us to be clear about our goals, focused in our efforts, and transparent about our progress. This Plan is a collaborative effort that is led by the City Council's vision and leadership, influenced by community feedback, and reflective of staff contributions.

Below are updates on select initiatives and measures from the Plan as part of the FY26 Mid-Year Performance Report update. The Year-End Performance Report will include updates for all initiatives included in the Focused Action Plan.





FOCUSED ACTION PLAN FY2026 - FY2027

OUR PROGRESS

PEOPLE

People are the foundation of the City’s public service. Whether it’s the residents and visitors we serve or the dedicated public servants who serve them, we value our people. We are interested in hearing from them, addressing their concerns and using their feedback to inform our service delivery. We strive to provide high-quality services in a fiscally responsible manner. From empty nesters who have decided to retire here to young families putting down roots, we seek to listen, serve, and support the diverse community that makes Virginia Beach special.



Initiative 1.1: Continue to develop and enhance opportunities for civic engagement and education

The pilot **Civic Leaders Academy** for neighborhood and civic leaders ran for eight weekly sessions from January to February 2026. Participants gained a deeper understanding of the City’s governance, services, and initiatives. Staff will continue to refine the program based on feedback.

Initiative 1.3: Explore whether there are opportunities to further refine the traffic calming program to appropriately balance industry quantitative data with residents lived experiences and qualitative insights

A pilot exception process is underway to assess potential refinements to the **Traffic Calming Program**. Findings from the pilot will be reported to City Leadership and City Council for consideration.

Initiative 1.4: Continue public safety efforts to ensure a safe and healthy environment for residents, businesses, and visitors

Seventeen Fire Academy recruits are expected to graduate in April 2026. The additional **30 Firefighter FTEs** authorized for FY26 are currently filled, with limited over-hiring during the Academy cycle to sustain staffing levels through fall 2026.

EMS onboarded **24 new FTEs** in November 2025 and implemented a **24/72 staffing model** effective January 2026, in which personnel work 24-hour shifts followed by 72 hours off between shifts. This approach is expected to increase daily coverage levels and improve provider work-life balance.

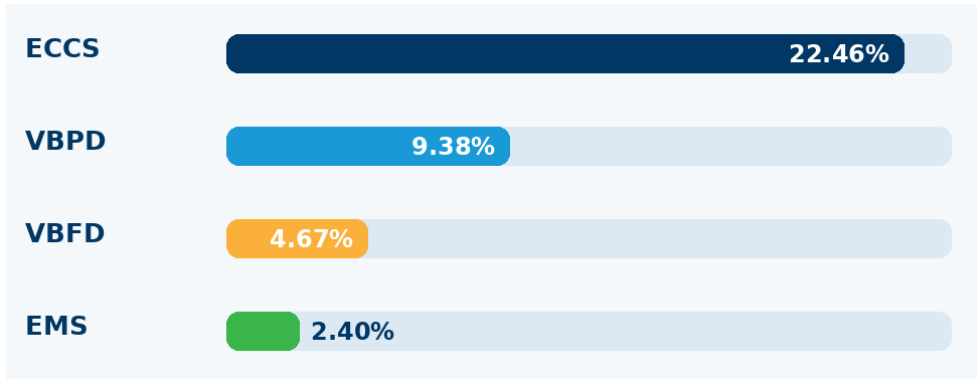
Emergency Communications and Citizen Services (ECCS) continues to explore ways to attract and retain employees. Four **Public Safety Emergency Telecommunicators** were onboarded in January 2026 and several more are anticipated in May 2026.





FOCUSED ACTION PLAN FY2026 - FY2027

Public Safety Vacancy Rates¹



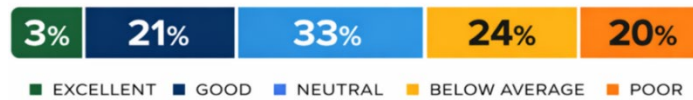
PLACES

We strive to be a place of choice for families, businesses, and visitors. To achieve this, we recognize that we must offer places that can support a strong economy, housing options that are attainable for various income levels, and a built environment that appropriately accommodates these goals while aligning with community values, neighborhood integrity, and the protection of our natural resources. We will continue to be a place of choice by being strategic and transparent in our land use endeavors.



2025 RESIDENT SURVEY

How Well the City of Virginia Beach is Managing Growth
(in %)



Initiative 2.3: Continue to refine key sectors and industries to attract and retain, based on market data and analysis

The Department of Economic Development continues to support the strategy developed by the Hampton Roads Alliance, with increased focus on **defense and energy sectors** for

¹ Data provided by Human Resources in February 2026.





FOCUSED ACTION PLAN FY2026 - FY2027

business attraction. Economic Development has strengthened its collaboration and efforts with key organizations, multipliers, and markets.

Initiative 2.4: Explore the feasibility of engaging in site identification and acquisition for business recruitment and placement, building a multi-layered and collaborative approach that builds a pipeline of competitive sites and destinations

Staff is developing marketing materials to support the sale of available properties within **Virginia Beach Development Authority (VBDA)-owned business parks** for business attraction and expansion efforts. Additionally, upon adoption of the Comprehensive Plan, a review of privately-owned parcels with potential for business or industrial development north of the Green Line will be conducted.²

Initiative 2.6: Explore micro-transit service and refreshing transit opportunities in the Resort Area

The FY27 Hampton Roads Transit (HRT) Transportation Service Plan was finalized in February 2026. An RFP for **citywide microtransit services** is anticipated in FY26.

Initiative 2.17: Finalize design plans for the new Law Enforcement Training Academy (LETA) facility; the new facility will expand training capacity and better meet public safety needs

The design phase for the new **Law Enforcement Training Academy** has begun, and proposals are under evaluation following the issued Request for Proposals (RFP).

Initiative 2.19: Complete the final construction documents for Rudee Park and launch a fundraising effort to solicit donations and sponsorships to offset the overall cost of constructing the park

A construction design contract for **Rudee Park** was awarded in December 2025, with approved plans expected by summer 2027. Fundraising is expected to begin in summer 2026.

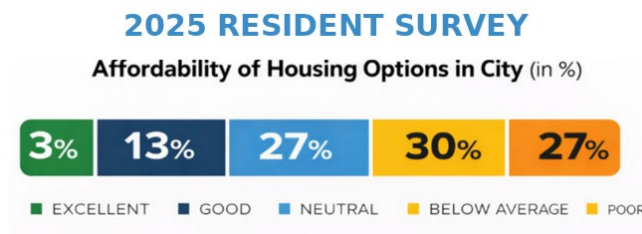
² The Green Line is an urban development boundary that runs primarily along Princess Anne Road. It serves as an urban growth management tool to preserve rural area and channel growth and infrastructure improvements to the northern half of the city.



FOCUSED ACTION PLAN FY2026 - FY2027

Initiative 2.20: Explore the opportunity to further encourage the development of new attainable workforce housing through potential efforts, such as expedited plan review and/or by reducing, waiving, or deferring fees for qualifying projects

As of February 2026, 754 **multifamily rental units** are under construction citywide. Of these, 76 units (10 percent) are designated as affordable housing.³ Staff continue to explore affordable housing incentives including expedited review.



Initiative 2.23: Where practical, pursue next steps in achieving the policy recommendations included in the recently adopted Urban Forest Management Plan

Using the Tree Mitigation Fund, **1,800 trees** are expected to be mapped and planted during the FY26 growing season to offset canopy losses from capital improvement projects and private development.⁴



PARTNERSHIPS

The whole is greater than the sum of its parts. We recognize that partnerships allow us to expand our reach and increase our impact. We seek to serve the community, bolster our economy, and prepare for our future by appropriately leveraging the strengths of other agencies and entities.

Initiative 3.4: Continue to support and nurture relationships with existing local businesses and startups, exploring the effectiveness and potential expansion of technical support and key partnerships

In FY25, five **Economic Development Investment Program (EDIP)** grants totaling \$1.7 million were awarded, projected to generate \$69.6 million in new capital investment. From November 2025 to January 2026, three high-impact EDIP projects were managed, totaling \$16.5 million.⁵

³ Data provided by the Housing Department in March 2026.

⁴ Data provided by Parks and Recreation in February 2026.

⁵ Data provided by the Department of Economic Development in March 2026. The three projects were TST Defense (\$8.07M, including approximately \$1M in land acquisition), GovSolutions (\$4.65M), and GroundWorks (\$3.87M).





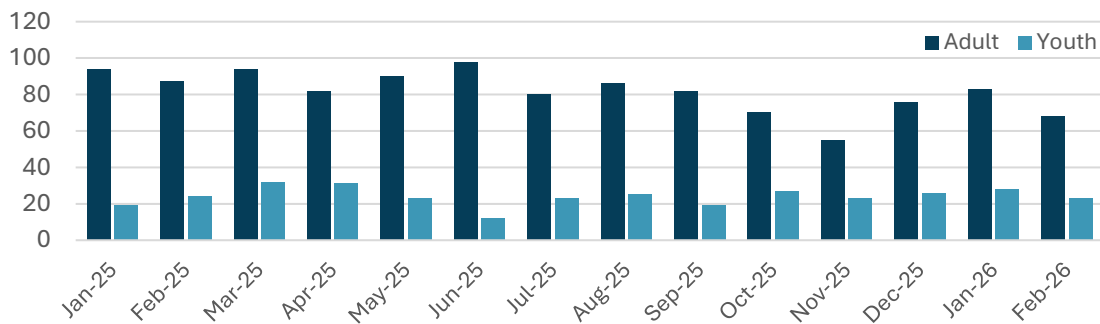
FOCUSED ACTION PLAN FY2026 - FY2027

Initiative 3.8: Continue to work with stakeholders and the Virginia Opioid Abatement Authority to implement and sustain initiatives that address the opioid epidemic

Parks and Recreation launched the **“This is Not About Drugs” Project** in early 2026, a peer-based prevention program designed to raise awareness among high school students. The program emphasizes connecting teens with recreation-based alternatives.

The **Next Steps Co-Response Program** went live in January 2026 to support individuals experiencing opioid-related events. The program has reached six individuals to date.⁶

Same-Day Access to Behavioral Health Assessment⁷



The average number of individuals served per month is **81** for adults and **23** for youth.

Initiative 3.9: Continue supporting cultural institutions and local artists to expand the reach and distribution of arts and cultural experiences throughout the city; evaluate the newly established grants programs to determine if there are opportunities for enhancements

To date in FY26, the City has awarded 33 **Individual Artists Support Grants** totaling approximately \$100,000, and 12 **Creative Neighborhoods Grants** totaling approximately \$97,000.⁸ Both programs launched in FY25 to support local artists and community organizations.

⁶ Data provided by the Department of Human Services in March 2026.

⁷ The Department of Human Services provides Same-Day Access for behavioral health, providing immediate walk-in clinical assessments.

⁸ Data provided by the Department of Cultural Affairs in March 2026.

