HERNDON TOWN COUNCIL
Special Meeting Minutes
Tuesday, August 11, 2026

1. Call to Order

Vice Mayor Hedrick called the August 11, 2026, Town Council Special Meeting to order at 6:00 p.m. in the Herndon Council Chambers Building, 765 Lynn Street, Herndon, Virginia. Town Councilmembers in attendance: Vice Mayor Clark Hedrick; and Councilmembers Cesar del Aguila, Kelvin Garcia, Michael T. Lloyd, and Alex Reyes. Mayor Keven LeBlanc participated remotely. Councilmember Naila Alam was absent.

Vice Mayor Hedrick stated that he was chairing that evening's meeting as Mayor LeBlanc was out of town.

Vice Mayor Hedrick stated, for the record, that a request was received from Mayor LeBlanc to participate in the Town Council meeting through electronic communication means from New Orleans, Louisiana, due to pre-arranged work-related travel. Vice Mayor Hedrick stated that there was a quorum of five members physically assembled at the meeting location, in accordance with Virginia Code §2.2-3708.3(D), Herndon Town Code Section 2-4, and the Town Council Rules of Procedure.

Mayor LeBlanc joined the meeting remotely with the concurrence of the Council. He confirmed that he was participating from a private hotel room and that no unauthorized individuals were present.

Staff present during the meeting: Dan Hoffman, Town Manager; Lesa Yeatts, Town Attorney; Tanya Kendrick, Director of Human Resources; Brent Heavner, Chief Communications Officer; Steve Pihonak, Chief of Police, Herndon Police Department; John Wallace, Detective, Herndon Police Department; Becky Skillin, Deputy Town Clerk; and Amanda Kertz, Town Clerk.

Determination of a Quorum

Vice Mayor Hedrick determined there was a quorum of six Councilmembers, with five physically present in the Herndon Council Chambers, one participating in the meeting remotely, and one absent.

2. Comments from the Audience

Vice Mayor Hedrick reviewed the process and invited comments from the audience.

DRAFT

The following individuals provided comments:

- John Wallace, Detective with the Herndon Police Department, encouraged the Town Council to adopt the proposed collective bargaining ordinance. He discussed employee recruitment and retention, the importance of retaining experienced officers, regional competition, and the potential for collective bargaining to provide budget predictability and stability.

- Steve Monahan, President of the Fairfax County Chapter of the Southern States Police Benevolent Association, spoke in support of the proposed collective bargaining ordinance. He discussed the collective bargaining process in Fairfax County and stated that this ordinance would establish a framework for discussions between the Town and its employees. He also discussed employee retention, pay compression, and incentives for professional certifications.

3. <u>Closed Meeting</u>

a. A Closed Meeting pursuant to the Code of Virginia Section 2.2-3711(A)(8), consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by such counsel, relating to employment law

Vice Mayor Hedrick stated that the Council needed to convene in a closed meeting and that the appropriate meeting notices were provided in accordance with state law. The closed meeting was held in the Hoover Conference Room in the Herndon Council Chambers Building, 765 Lynn Street, Herndon, Virginia.

Councilmember del Aguila moved that the Council convene in a closed meeting pursuant to Virginia Code §2.2-3711(A)(8), consultation with legal counsel regarding specific legal matters requiring the provision of legal advice by such counsel, relating to employment law. Councilmember Garcia seconded the motion, which carried by a 6-0 roll call vote. The vote was: Councilmembers del Aguila, Garcia, Lloyd, and Reyes; Vice Mayor Hedrick; and Mayor LeBlanc, participating remotely, voting “Aye.” Councilmember Alam was absent.

Recess

At 6:12 p.m., Vice Mayor Hedrick called a brief recess. At 6:22 p.m., the closed meeting convened in the Hoover Conference Room.

Mayor LeBlanc joined the closed meeting from his remote location, as previously agreed on by the Town Council body physically present that evening.

Councilmember del Aguila moved to come out of the closed meeting.

DRAFT

Councilmember Reyes seconded the motion, which carried by a 6-0 roll call vote. The vote was: Councilmembers del Aguila, Garcia, Lloyd, and Reyes; Vice Mayor Hedrick; and Mayor LeBlanc (participating remotely) voting “Aye.” Councilmember Alam was absent.

The Council came out of the closed meeting at 6:30 p.m.

Councilmember del Aguila moved to certify that, to the best of each member’s knowledge, nothing was discussed during the closed meeting except the matters: (1) specifically identified in the motion to convene in the closed meeting; and (2) lawfully permitted to be discussed in a closed meeting under the provisions of the Virginia Freedom of Information Act cited in the motion. Councilmember Garcia seconded the motion, which carried by a 6-0 roll call vote. The vote was: Councilmembers del Aguila, Garcia, Lloyd, and Reyes; Vice Mayor Hedrick; and Mayor LeBlanc (participating remotely) voting “Aye.” Councilmember Alam was absent.

Recess

At 6:32 p.m., Vice Mayor Hedrick called a brief recess. At 6:35 p.m., the Town Council Special Meeting reconvened in the Herndon Council Chambers. Vice Mayor Hedrick noted a quorum of six Councilmembers, with five physically present and Mayor LeBlanc participating remotely. Vice Mayor Hedrick presided. Councilmember Alam was absent.

4. General

a. Ordinance 26-O-20 to amend Chapter 54 (PERSONNEL) of the Code of the Town of Herndon to add a new Article VIII, entitled Collective Bargaining

Mayor LeBlanc rejoined the meeting from his remote location, as previously agreed on by the Town Council body physically present that evening.

Vice Mayor Hedrick recognized Lesa Yeatts, Town Attorney, who deferred to Dan Hoffman, Town Manager, for comments.

Mr. Hoffman stated that the Town received a petition and a proposed ordinance from employees of the Herndon Police Department on April 22, 2026, seeking authorization for collective bargaining. He reviewed the statutory requirement for the Town Council to consider and vote on the proposed ordinance within 120 days of receiving the petition. He stated that a public hearing was not required, but the Town Council received comments from the public before considering the ordinance. Mr. Hoffman also stated that non-substantive, editorial changes were made to correct citations to other sections of the Town Code following the release of the agenda on Friday, August 7.

DRAFT

Councilmember del Aguila moved to adopt Ordinance 26-O-20, to amend Chapter 54 (PERSONNEL) of the Code of the Town of Herndon to add a new Article VIII, entitled Collective Bargaining. Councilmember Garcia seconded the motion.

There were brief comments from Councilmembers del Aguila and Garcia, Vice Mayor Hedrick, and Mayor LeBlanc. They discussed the importance of collective bargaining, employee recruitment and retention, stability, support for frontline employees, and the collaborative relationship between the Town and the Herndon Police Department.

The question was called on the motion, which carried by a 6-0 roll call vote. The vote was: Councilmembers del Aguila, Garcia, Lloyd, and Reyes; Vice Mayor Hedrick; and Mayor LeBlanc (remotely) voting "Aye." Councilmember Alam was absent.

5. Roundtable

Councilmember del Aguila: stated that he and Councilmember Lloyd attended the grand opening of Panda Express and welcomed the restaurant to Town.

Councilmember Reyes: stated that he, Councilmember Lloyd, and Mayor LeBlanc attended National Night Out last Tuesday, August 4. He discussed the community's support for the Herndon Police Department and thanked those who participated.

Councilmember Garcia: discussed coaching his daughter's Herndon soccer team, and shared that the team finished the season undefeated. He stated that he was looking forward to basketball season at South Lakes High School.

Councilmember Lloyd: thanked the Herndon Police Department and the community members who organized and participated in National Night Out. He also recognized the openings of Panda Express and Beignets and Brews and encouraged residents to support the new businesses.

Vice Mayor Hedrick: announced that the Town would host a Sustainable Retrofits for Existing Buildings workshop on Thursday, August 13, 2026, at 7:00 p.m. in the Council Chambers.

Mayor LeBlanc: discussed the community participation at National Night Out, recent restaurant openings, and upcoming Town events.

Dan Hoffman, Town Manager: had no comments.

6. Adjournment

DRAFT

There being no further business, Vice Mayor Hedrick adjourned the August 11, 2026, Town Council Special Meeting at 6:48 p.m.

Amanda Kertz
Town Clerk

Minutes approved by Town Council: _____

[Note: Approved resolutions and ordinances are on file in the Town Clerk's office.]

DRAFT