FY 2025 Annual Report

Fiscal Year 2025 Review

LIVE DIFFERENTLY. | TOWN OF Herndon VIRGINIA

Moving Forward From a Strong Footing

- Adopted a budget addressing structural reliance on capital reserves.
- Maintained a AAA bond rating from all three major agencies.
- Earned the GFOA certificate of achievement for excellence in financial reporting for the 50th consecutive year.



Our Strategic Plan Guides All That We Do

- Strong Fiscal Stewardship
- Secure and Interconnected Community
- Environmental and Economic Sustainability
- Good Governance
- Thriving Community

Strong Fiscal Stewardship

Ensuring responsible financial management, transparency, and alignment of budgets with long-term goals

Practicing Strong Fiscal Stewardship

- Fiscal responsibility and taxpayer accountability guide our budgeting and daily operations.
- Updated rate models, aligned project spending with the CIP, and enhanced Council reporting to improve the budget process.
- Finance prioritized process improvements, cross-department collaboration, and analytics for FY 2025.
- Managed complex procurements for key initiatives, including the Comprehensive Plan, Roadway Safety Action Plan, Golf Course renovation, and ARPA-funded projects.

Revenue Enhancements

- 18% increase in Community Center admissions and 16% increase in fitness/personal training revenue over FY 2024.
- Grant funding to support and launch “Camp on the Go” program.
- $1.5m in grants supporting stream restoration and flood preparedness.
- Nearly $6m in NVTA and DOT grants to support transportation.
- Ten active ARPA-funded infrastructure projects.
- Won grant to fund the town’s first urban forestry master plan.

Secure and Interconnected Community

Promoting public safety, multimodal transportation, and regional collaboration

Enhancing Transportation

- Repaved nearly 10 lane-miles, including Herndon Parkway and neighborhood streets.
- Refreshed pavement markings, replaced/added traffic signs, and completed 350+ signal maintenance actions.
- Delivered 16 targeted safety projects: new stop signs, clearer markings, bump-outs, and reflective signage.

Focus on Public Safety

- Responded to more than 26,400 calls for service.
- 298 new investigations assigned to detectives.
- 16% decrease in total accidents.
- 28% decrease in alcohol-related accidents.
- 2 officers hired, 7 promoted, and K9 “Pilot” added to ranks.
- 38 consecutive years of CALEA accreditation.

Providing Services & Infrastructure

- 7,560 tons of trash, recycling, and yard waste collected.
- 402 water quality samples conducted.
- Nearly 200,000^{ft} of sanitary and storm sewer CCTV inspected.
- Ten active ARPA-funded infrastructure projects.
- 95% completion of design for Chestnut Grove Cemetery improvements to extend the facility's life.

Environmental and Economic Sustainability

Supporting energy efficiency, business growth, historic preservation, and affordable housing

Environmental Stewardship

- Grant funding through Commonwealth's Community Forest Revitalization Program to fund the town's first urban forestry master plan, now underway.
- 99 town-owned, high-risk trees removed.
- 151 new street trees planted.
- Seven town-owned landscape beds redesigned and replanted.
- Golf course nutrient management and stormwater pollution prevention plans updated and partnership with Audubon International continued.

Economic Sustainability

- 555 Herndon Parkway completed the site plan review process and became the first development to commence construction within the Herndon Transit Oriented Core.
- Completed economic development program reassessment.
- Launched Small Business Improvement Team prioritized by Council in the Strategic Plan.

Planning for Responsible Growth

- Set to launch 2050 Comprehensive Plan (CP).
- 2050 CP will set policy for multiple aspects of town governance for the next 25 years and will build on the existing Strategic Plan and inform future strategic plans.
- Environmental and economic stewardship are the heart of this project.

Good Governance

Maintaining public facilities, engaging the community, and fostering a high-performance workforce

Fostering a High-Performance Workforce

- Total Compensation Philosophy implemented.
- 1,222 employment applications reviewed.
- 35 regular status and 89 temp/pt positions filled.
- 300+ employees participated in internal trainings.
- Two employees in the George Mason University MPA cohort and two employees attended LEAD.
- Launched Herndon Leadership Cohort.

Engaging the Community

- 35 Council meetings, work sessions, and retreats.
- First town-hall event: *Our Herndon, Our Future*.
- Staff engaged in public outreach for many projects related to transportation and infrastructure.
- Completed town-wide branding study.
- Established Community Inclusion and Engagement Committee.
- HPD staff attended more than a dozen community events from coffee with a cop and preschool visits to National Night Out and the 2024 Que Pasa Festival.

Thriving Community

Enhancing accessibility, cultural expression, parks, and community events

Connecting Community

- 43,095 total visits to Herndon Community Center (HCC), a 33% increase over FY 2024.
- 53 parks and recreation outreach events reaching 3,300+ people.
- 4,250 youth used HCC via Neighbors in Action program.
- 52 campers supported through partnerships with Cornerstones and She Believes in Me.
- Engagement of boards, commissions, and committees.

Connecting Community

- $25,000 spent on direct repairs via our housing assistance program, funded by a HUD Community Development Block Grant.
- The town's first Housing Study, a systematic research and analysis project to understand the community's future housing needs, commenced in FY2025.
- Town Square Tuesday launched to bring more entertainment options to downtown.

TOWN OF

Herndon

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