

Department of Vehicle Services

## **CALENDAR YEAR 2024 EQUITY IMPACT PLAN**

**Leadership Sponsor:** Mark Moffatt, Director

**Equity Lead(s):** Marguerite Guarino, Deputy Director, Maurice Farrington, IT Manager

**Departmental Equity Guiding Statement:** The Department of Vehicle Services (DVS) will advance equity by serving all departments equitably, preparing all employees for promotional opportunities and promoting adequate pay for all. DVS strives to encourage meaningful cross-racial dialogue and engagement.

### **Context:**

DVS identified economic opportunity and housing as areas of marginalization again in the calendar year 2024. Approximately 57 percent of DVS technicians and 86 percent of DVS parts specialists live outside of Fairfax County, which is consistent with the calendar year 2023. As job opportunities for technicians and parts specialists increase in surrounding counties and often present a higher salary and similar benefit packages closer to an employee's home, DVS projects that experienced employees will leave, which causes DVS leadership great concern. Also, workers are reevaluating their work/life balance, and some are becoming disengaged with their current work and seeking new skills. DVS has observed technicians transitioning to information technology or other technical fields.

DVS implemented an online reservation system that will efficiently manage vehicle sharing and reduce fleet expenses. The system will help provide equitable access to the administrative fleet by centralizing access to fleet vehicles thus reducing decentralized fleets operated by departments. However, departments are reluctant to decentralize fleet. DVS will continue to gather and review metrics enhance sharing vehicles across departments and users.

Over the last several years, the Board of Supervisors has supported electrification of the transportation sector. This includes funding the installation of electric vehicle charging stations (EVCS) at county-owned facilities. In addition to helping the county fulfill its own fleet electrification goals, as included in the 2021 update to the Operational Energy Strategy, the proliferation of EVCS at county facilities is intended to increase charger availability for community members and promote widespread adoption of electric vehicles. This also supports the county's greenhouse gas emissions reductions goals included in the Community-wide Energy and Climate Action Plan (CECAP) that was accepted by the Board in September 2021.

**System-Level Infrastructure:** DVS will work with the Department of Human Resources to enhance and vary recruitment objectives and discuss benchmarking and career progression. Furthermore, DVS plans to invest in The Great Reskilling by investing in learning and development programs that can reskill and upskill current employees. DVS

believes that reskilling will reengage employees by giving them opportunities to enhance their skills in areas of importance to them and the organization.

DVS will work with the Department of Housing and Community Development to identify potential incentives and affordable housing programs for employees who want to live in Fairfax County. DVS will continue to work with the Office of Environment and Energy Coordination (OEEC) on funding and placement of electric vehicle charging infrastructure and equipment for the fleet, and with the Department of Public Works and Environmental Services on the infrastructure. All parties will consider Justice 40 when identifying locations for charging stations.

# DEPARTMENT OF VEHICLE SERVICES

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

### DEPARTMENT GOALS

**Goal 1:** Increase opportunities for participation and discussion of housing options for DVS employees (incentives, programs, and vouchers).

**One Fairfax Area(s) of Focus:** 2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability (HNL)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

HNL 13. Implement policies to enable public employees to live in and come from the communities they serve.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>1a.</b> Work with the Department of Housing and Community Development to identify neighborhoods and communities in Fairfax County with low-income housing near vehicle maintenance facilities.	DVS		DVS, HCD	1/1/2024 – 12/31/2024	The percentage of DVS employees who know of low-income housing available in Fairfax County and adjacent to Vehicle Maintenance Facilities will increase.
<b>1b.</b> Informing DVS staff of housing opportunities.	DVS		DVS, HCD	1/1/2024 – 12/31/2024	Approximately 1/3 of DVS employees live in Fairfax County. The percentage will increase.
<b>1c.</b> Sharing resources and educating staff on financial incentives for home rentals or ownership in Fairfax County.	DVS		DVS, HCD	1/1/2024 – 12/31/2024	DVS employees will be surveyed on their understanding of financial incentives for housing before and after resources are shared. A higher percentage of employees will respond they understand financial incentives for housing.

# DEPARTMENT OF VEHICLE SERVICES

## CALENDAR YEAR 2024 EQUITY IMPACT PLAN

**Goal 2:** Promote equitable access to the fleet, which includes electric vehicles (EV).

**One Fairfax Area(s) of Focus:**

12. A healthy and quality environment to live and work in that acknowledges the need to breathe clean air, to drink clean water now and for future generations.

14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government (EEG); Environment and Energy (EE)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

EEG 21. Strengthen the use of data-informed decision making through regular data collection, evaluation, and distribution.

EEG 25. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation.

EE 1. Reduce the county’s contribution to greenhouse gases through better coordination of energy and climate best management practices throughout all county agencies, including items such as environmental stewardship and biodiversity at county facilities, vehicle selections, building design, utilities and energy consumption.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>2a.</b> Expand usage of existing vehicle sharing technology.	DVS Customers, County Residents		DVS	1/1/2024 – 12/31/2024	Percentage of vehicles on the low mileage list (should decrease)  Number of vehicles assigned to departments (should decrease)  Number of vehicles in the fleet overall should decrease)
<b>2b.</b> Ensure electric vehicle charging infrastructure and equipment are installed in all new facilities.	DVS, DPWES, County Residents	CECAP, Resilient Fairfax	DVS, DPWES, OEEC	Ongoing	50% of new facilities will have at least one electric vehicle charging station (goal is 100%)
<b>2c.</b> Ensure electric vehicle charging infrastructure and equipment are installed equitably at existing facilities.	DVS, DPWES, OEEC, County Residents	CECAP, Resilient Fairfax	DVS, DPWES, OEEC	Ongoing	Report on disparities by department and by district
<b>2d.</b> Communicate positive impact of vehicle sharing on the environment.	DVS	CECAP, Resilient Fairfax	DVS	Ongoing	GHG footprint for fleet (should decrease)

# DEPARTMENT OF VEHICLE SERVICES

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**Goal 3:** Address disparities in the employment and hiring process.

**One Fairfax Area(s) of Focus:** 16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government (EEG); Economic Opportunity (EO)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**

EEG 8. Improve the county’s competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce utilizing data to determine barriers and target strategies for marginalized groups.

EEG 21. Strengthen the use of data-informed decision making through regular data collection, evaluation, and distribution.

EO 16. Facilitate improved connections between employers and qualified talent by increasing awareness of workforce services and incentives.

Actions	Stakeholders	Resources/ Supports	Responsible Parties	Timeline	Performance Measures
<b>3a.</b> Collect disaggregated data to better identify disparities within the employment/hiring process by position.	DVS, DHR		DVS	Ongoing	Report on disparities by position
<b>3b.</b> Review employment data on applications.	DVS, DHR		DVS	Ongoing	
<b>3c.</b> Develop strategies to address the disparities in the employment and hiring process. (This may include discussing data with colleagues in other local jurisdictions).	DVS, DHR		DVS	Ongoing	Strategies for recruitment will be identified by position classification.  Diversity of applicants by gender, race/ethnicity, ... (should increase) for technician and parts positions.  Percentage of employees with intellectual disabilities (should increase)

DocuSigned by:

*Mark Moffatt*

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Department Director’s Signature: