

Department of Vehicle Services CY 2022 Equity Impact Plan



Leadership Sponsor: Mark Moffatt, Director

Equity Lead(s): Marguerite Guarino, Deputy Director

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 has observed a lack of gender diversity in Automotive Technical Schools and Academies, which is mirrored in the DVS workforce. In addition, employees are often recruited through word of mouth, which also diminishes the diversity of the workforce. When recruiting technicians from respected technical schools, applicants cannot afford the cost of living in our area and often accept positions closer to the technical schools in Pennsylvania and Ohio.

Employees in DVS identified pay equity and housing as areas of marginalization. A review of data indicates that only 33 percent of all DVS employees live in Fairfax County. Employees classified as Technicians and Parts Specialists are paid less than their counterparts in some local municipalities and private businesses. The entry level pay for a Technician is currently lower than the Prevailing Wage. Therefore, many who wish to live in Fairfax County, cannot afford to and travel from surrounding counties is becoming more expensive as fuel prices rise.

In addition, with the onset of the COVID-19 pandemic, many county employees were catapulted into the world of virtual work or teleworking. DVS technicians, parts specialists, and supervisors at the DVS maintenance facilities are not eligible for telework. Discussion of the change in structure and impact on workers who cannot adapt to the system has occurred at a high level.

DVS is implementing an online reservation and scheduling system that will effectively and efficiently manage vehicle sharing and reduce overall 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. Human Services mentioned using GPS information to identify trends and potential enhancements to service delivery in health and human services.

Long-term Outcome(s):

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| <input type="checkbox"/> Cultural and Recreational Opportunities | <input type="checkbox"/> Health |
| <input checked="" type="checkbox"/> Economic Opportunity | <input checked="" type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Efficient and Effective Government | <input type="checkbox"/> Lifelong Education and Learning |
| <input type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input checked="" type="checkbox"/> Mobility and Transportation |
| <input checked="" type="checkbox"/> Environment | <input type="checkbox"/> Safety and Security |

System-Level Infrastructure: DVS will need to work with the Department of Human Resources to enhance and vary recruitment objectives and discuss the impact of an enhanced telework policies/systems on employees who are not eligible.

DVS will need to work with the Department of Housing and Community Development to assess housing patterns of DVS employees (80% of DVS employees do not live in Fairfax County) and identify potential incentives, affordable housing programs or vouchers for employees who want to live in Fairfax County.

DEPARTMENT OF VEHICLE SERVICES CALENDAR YEAR 2022 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Promote equitable access to the fleet for staff	12, 14	1a. Identify agencies with assigned vehicles.	DVS Employees	Winter 2022		DVS and Select Agencies	Percentage of vehicles on the low mileage list will decrease.
		1b. Update vehicle use policy to ensure equitable use across the County.	DVS Customers, County Residents	Winter 2022		DVS and OCA	Reduction in the number of vehicles assigned to agencies. Overall reduction of the fleet. Reduction in maintenance costs.
		1c. Expand usage of existing vehicle sharing technology.	DVS Customers, County Residents	1/1/2022 through 12/31/2022		DVS	Overall reduction in GHG Emissions. Increase in fuel consumption. Reduction of requests for mileage reimbursement.
2. Increase Diversity in Hiring	3, 5, 15, 16, 17	2a. Advertise positions in print and post in locations and on websites frequented by trades' professionals. (i.e. on DVS maintained vehicles, Facebook, Twitter, Indeed, etc.)	DVS Employees	1/1/2022 through 12/31/2022	Funding may be required to advertise in some publications and to print magnets for DVS-maintained units	DVS and DHR	Number of qualified applicants will increase. Diversity of applicants will increase. Percentage of employees with intellectual disabilities will increase. Age of the workforce will decrease.
		2b. Establish a relationship with local community colleges.	DVS Applicants and Employees	Ongoing		DVS and DHR	More females will apply for technician and parts positions.
		2c. Ensure a diverse hiring panel.	DVS Applicants and Employees	Ongoing		DVS	

		2d. Coordinate with SkillSource to hire diverse talent.	SkillSource Clients and DVS Employees	Ongoing	Funding for a non-merit position	DVS, DMB, DHR	Percent of trained technicians in core competencies will increase.
		2e. Coordinate with FCPS Academies to offer a student internship program.	DVS Employees and FCPS Students	Ongoing	Funding for non-merit internship positions	DVS, FCPS, DMB, DHR	
3. Increase opportunities for participation and discussion of housing options (incentives, programs, and vouchers).	1, 3, 10, 17	3a. Work with the Department of Housing to identify neighborhoods and communities in Fairfax County with low-income housing near vehicle maintenance facilities.	DVS	1/1/2022 through 12/31/2022		DVS, HCD	35% of DVS employees live in Fairfax County. (Currently, 33% of DVS employees live in Fairfax County.) The percentage will increase. Percentage of DVS employees who know of low-income housing available in Fairfax County and adjacent to Vehicle Maintenance Facilities will increase.
		3b. Informing DVS staff of housing opportunities.	DVS	1/1/2022 through 12/31/2022		DVS, HCD	DVS employees will indicate on a survey that they understand financial incentives for housing.
		3c. Sharing resources and educating staff on financial incentives for home rentals or ownership in Fairfax.	DVS	1/1/2022 through 12/31/2022		DVS, HCD	
4. Promote Equitable Pay for All	1, 2, 3, 16, 17	4a. Identify employees who fall below the prevailing wage.	DVS	Winter 2022	Funding may be required to increase salaries that fall below the	DVS, DHR, DMB	DVS employee pay will be aligned with the Virginia Prevailing Wage for Technicians/Mechanics.

					prevailing wage.		DVS employee pay will be aligned with the average Fairfax County employee's career trajectory.
		4b. Identify employees who fall below the average employee's career trajectory on the Fairfax County PayScale by evaluating longevity with Fairfax County.	DVS	Winter 2022	Funding may be required to adjust employee pay.	DVS, DHR, DMB	The DVS career track will be comparable to Fairfax County trades positions. Percentage of resignations for higher pay in surrounding jurisdictions will decrease.
		4c. Review progression within DVS positions.	DVS	Spring 2022		DVS, DHR	Percentage of employees who wish to reside in Fairfax County but cannot due to salary will increase. Percentage of employees that fall below the midpoint will reflect the County average.

Director's Signature: Mark T. Moffan