

**Fairfax County Board of Supervisors  
Council for Economic Opportunity (CEO)  
J. Hamilton Lambert Conference Center  
Conference Room 11  
December 16, 2025**

**Meeting Summary**

**Board Members present:** CEO Chair Supervisor Daniel G. Storck, CEO Vice Chair and Board of Supervisors (BOS) Chairman Jeffrey C. McKay, Supervisor James N. Bierman, Supervisor Walter L. Alcorn, Supervisor, Rodney L. Lusk, Supervisor Andres F. Jimenez, Supervisor Dalia A. Palchik, Supervisor Pat Herrity, Supervisor Kathy L. Smith

**Board Member Elect present:** Braddock District Supervisor Elect Rachna Sizemore Heizer

**CEO Members present:** Mr. Ashwan Bharath, Co-Founder and Executive Chairman, Revature; Mr. Anthony Chang, Co-Founder and Executive Principal, Silverline Equities; Mr. Peter Kant, CEO, Enabled Intelligence; Dr. Stephen Jones, President & CEO, Inova Health System, Ms. Sheryll Manoj, President & CEO, AttainX; Mr. Robert Ward, Executive Vice President, Clark Group for Mr. Robert Moser, Jr, CEO, Clark Group

**CEO Members not present:** Mr. Ron Keesing, Chief AI Officer, Leidos; Ms. Jennifer Schretter, General Partner, Proof; Mr. John Serafini, CEO, HawkEye360

**Advisory Members present:** Mr. Mark Carrier, Immediate Past Chairman of the Board of Directors, NVC; Fairfax County Executive, Mr. Bryan Hill; Mr. Alex Iams, Executive Vice President, Fairfax County Economic Development Authority for Mr. Victor Hoskins, President & CEO, Fairfax County Economic Development Authority; Dr. Anne Kress, President, Northern Virginia Community College; Dr. Michelle Reid, Superintendent, Fairfax County Public Schools

**Advisory Members not present:** Dr. Andre Marshall, V.P., Office of Research, Innovation, and Economic Impact for Dr. Gregory Washington, President, George Mason University; Ms. Jennifer Taylor, President & CEO, Northern Virginia Technology Council

**Special CEO Guests:** Ms. Kathryn Falk, Vice President and Market Leader, Cox Communications Northern Virginia; Mr. Ed Trumball, Vice President, ICF International

CEO Chair Storck called the meeting to order, welcomed CEO members and recognized Chairman McKay for a few remarks. Chairman McKay recognized the new Braddock District Supervisor Elect Rachna Sizemore Heizer and announced that her swearing in ceremony is later today. He also informed CEO members that he would need to leave the meeting early to attend a memorial service. He thanked CEO members for attending the meeting and emphasized the importance of the topic of employers' perspectives on housing. He mentioned that the Board of Supervisors recently revamped its initiatives on affordable housing. County staff, led by Deputy

County Executive Miller, will present proposals to the Board during the next year. He stressed that it would involve the entire community finding solutions.

CEO Chair Storck began the introductions by announcing a contract award that Enabled Intelligence won from the National Geospatial-Intelligence Agency. Enabled Intelligence CEO Mr. Peter Kant followed by saying that Enabled Intelligence began operations in Fairfax County five years ago and provides AI services to the federal government, intelligence community and other federal agencies. The contract will allow the company to expand its services to the federal intelligence and defense agencies. The company just grew from 30 to 120 employees in the past four weeks and allowed for quadrupling of its office space. He thanked the TalentUp program, Northern Virginia Community College, Fairfax County Public Schools, and Melwood for helping it grow its workforce. Mr. Kant invited members to introduce themselves and share some news.

#### Update on AI Coalition

CEO Chair Storck introduced CEO Member Sheryll Manoj to provide an update on the establishment of an AI Coalition. She thanked the working group and DEI staff for supporting the effort. They have begun to identify key players for the coalition and to create a body that would identify investment, talent pipelines, research and commercialization in AI. The goals for the coalition are: 1) generate stronger ecosystem collaboration; 2) accelerate the adoption of AI across industries and the workforce; 3) ensure safe, secure and equitable use that preserves privacy and ethics; generate brand recognition for Northern Virginia as an AI leader in both development and deployment; 4) support job creation; and 5) increase capital flow for startups and others working in AI.

The group is working on an AI Action Summit and has received some seed money to get it planned. It will catalyze conversations that will lead to measurable actions, such as an increase in AI startups, more workforce credentialing pathways, regional data sharing, responsible AI standards and targeted investment initiatives. The goal is to create a plan that will be implemented and refined to support the entire AI community. Ms. Manoj mentioned that the Northern Virginia Regional Commission will manage the funding and the issuing of an RFP to a company that can bring all interested parties in this effort. It will work with Fairfax County and the AI Coalition volunteers to create the AI roadmap.

DEI Director Moudry commented that the AI Action Summit is being planned for late 2026 and invited members to support the effort once it is announced at a future CEO meeting. The summit will lead to more coalition building and to the development of strategies and actions to move the coalition forward.

#### Employer Perspectives on Housing

CEO Chair Storck introduced DEI Director Moudry who introduced the topic and let CEO members know that this discussion will include a poll and asked them to use their phones for responses. The median price for a home in Fairfax County is \$770,000 with a family of four needing to earn \$230,000 a year to afford such a home. It is 140% of the average income in Fairfax County which most residents cannot afford. In terms of the housing inventory, during the decade from 2013-2023 about 20,000 homes were under construction or being permitted while 43,000 new jobs were created, leading to a deficient housing supply.

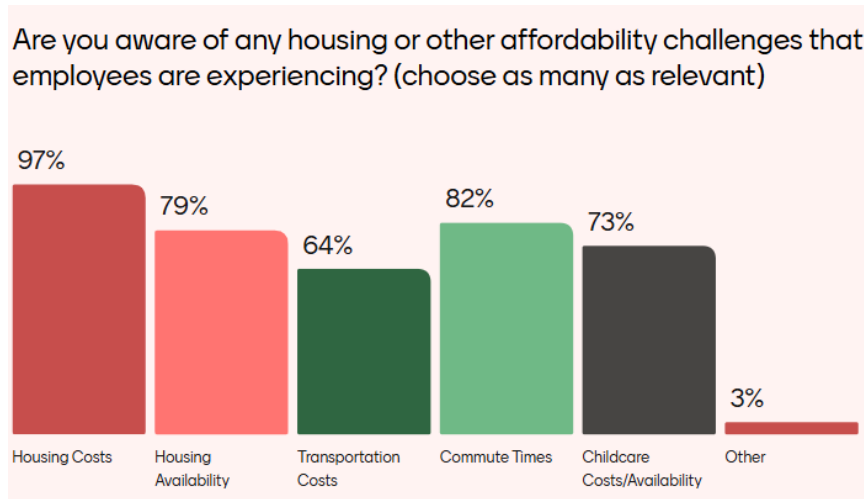
DEI Moudry introduced Ms. JoAnne Fiebe, DEI Division Manager and Ms. Anna Ricklin, Health Department Health in All Policies Manager to lead the discussion and conduct the poll.

Building on feedback from previous Council for Economic Opportunity (CEO) meetings, participants discussed housing affordability as a pressing economic issue for Fairfax County businesses and their workforce. Insights from the discussion will inform interagency efforts to expand housing access and production, including streamlining development approvals, evaluating incentives, and advancing homeownership tools.

*Housing, transportation, and childcare challenges are interconnected. When employees can live closer to work, commute times, costs, and childcare needs are reduced. Addressing affordability requires increasing housing availability—cost alone cannot solve these challenges.*

### **Housing costs and commute times are significantly affecting employee wellbeing.**

Using real-time polling, employers shared that rising housing costs (97% of participants) and long commute times (82%) are significantly affecting employee quality of life. These pressures are compounded by childcare costs (73%), limited housing availability (79%), and transportation expenses (64%). Participants emphasized that these overlapping pressures affect not only employee recruitment and retention, but also employees’ mental health and wellbeing, particularly for workers with non-traditional schedules, such as those in hospitality.



### **Employers are increasingly concerned about retention and the burden of long commutes.**

Retention concerns were especially pronounced in high-growth sectors such as tech and AI, where employees often leave for lower-cost regions as they advance into higher-skilled roles. Employers also highlighted the growing burden of long commutes for workers who have relocated to lower-cost areas such as West Virginia or come from Southern Maryland to access

employment; 75% of participants agreed their companies would benefit if employees could live closer to work.

**Overall, 96% of respondents believe affordability challenges directly affect their ability to recruit and retain employees, with impacts most acute for workers earning between \$50,000 and \$99,000.**



**Participants identified development, density, and employer-based strategies as potential solutions.**

Participants discussed a range of potential solutions, including providing financial assistance for employees earning under \$100,000, creating employer-sponsored housing assistance programs, improving the speed and predictability of the development approval process, and allowing greater density to better use limited land.

#### Fairfax County – Revenue and State Returns Analysis Findings

CEO Chair Storck briefly reported on the UVA Weldon Cooper study that analyzed the revenues Fairfax County generates for the state compared to what it gets in return. It confirmed that Fairfax County only receives about 50 cents for every dollar sent to Richmond. He added that Fairfax County provides about 20% of the state's total revenue while it represents 13% of the state's total population. He also pointed out a JLARC study that shows that Virginia schools are being underfunded by about \$2,000 per student, which amounts to about \$500 million. Even though the cost of living in the region is higher than other parts of the state, there still would be a benefit of about \$2,000 per household if Fairfax County were to get a few percent back in state returns. The deficit has hampered the county's ability to invest more in economic development. He stated that this information will be shared with state elected officials to confirm the results from the Weldon Cooper study.

CEO Chair Storck adjourned the meeting.