

Department of Emergency Management and Security

Mission

The Department of Emergency Management and Security (DEMS) is committed to the safety and wellbeing of our community, employees, and visitors and strives to improve resiliency through comprehensive emergency management and security practices. DEMS is responsible for the coordination of the prevention, protection, mitigation, response, and recovery activities in the County as they relate to disasters and emergencies. DEMS works collaboratively with County agencies and community stakeholders to identify hazards and mitigation opportunities; provide emergency management planning, training, and exercises; engage in community outreach and preparedness activities; facilitate continuity of operations; and oversees building security and threat assessments; all while maintaining fiscal responsibility.

Focus

Previously known as the Office of Emergency Management, the Board of Supervisors approved the reorganization of the security office from the Facilities Management Department to the Office of Emergency Management as part of the *FY 2021 Carryover Review*. As a result of this reorganization, the office was renamed to the Department of Emergency Management and Security (DEMS).

DEMS provides emergency management services for Fairfax County including the Towns of Herndon, Vienna, and Clifton. The major areas of focus include emergency management planning and policy; the countywide emergency training and exercise program; public preparedness and education; enhancement of response and recovery capabilities, and grants management. DEMS is committed to preparing for, responding to, recovering from, and mitigating new and challenging threats. DEMS coordinates the emergency management activities of all Fairfax County agencies and coordinates with the National Capital Region through the Metropolitan Washington Council of Governments (COG), the Northern Virginia Emergency Response System (NVERS), private organizations, and other local, state, and federal agencies.

DEMS provides direction in the field of emergency management to heighten the County's state of emergency preparedness. In the event of an emergency or planned event, DEMS activates and manages the County's Emergency Operations Center (EOC).

When activated, the EOC becomes the coordination point for all County emergency management activities. In addition, DEMS serves as the County's point of contact for federal disaster relief, recovery, and mitigation programs. DEMS acts as the liaison to county, regional, state, federal, volunteer, and private partners in order to prepare for, effectively respond to, and quickly recover from significant emergencies.

DEMS develops and maintains the County's Comprehensive Emergency Operations Plan (EOP) and provides emergency management guidance for the entire County. The EOP provides an operational framework for County and partner agencies when responding to an emergency in Fairfax County. DEMS ensures County emergency plans are consistent and compatible with the regional and state emergency plans and comply with state, federal, and local guidelines.

DEMS is responsible for coordinating emergency management training and exercises to prepare County agencies to carry out their roles identified in the emergency operations plan. Each year, DEMS develops and coordinates a variety of discussion-based seminars and tabletop exercises, as well as operational-based exercises.

DEMS is the lead agency for countywide financial recovery with costs associated with an incident or planned event. In most cases, cost recovery for significant events falls under Presidential Declarations involving federal reimbursement from FEMA's Public Assistance program. In addition, DEMS provides managerial oversight for the County's Homeland Security Grants.

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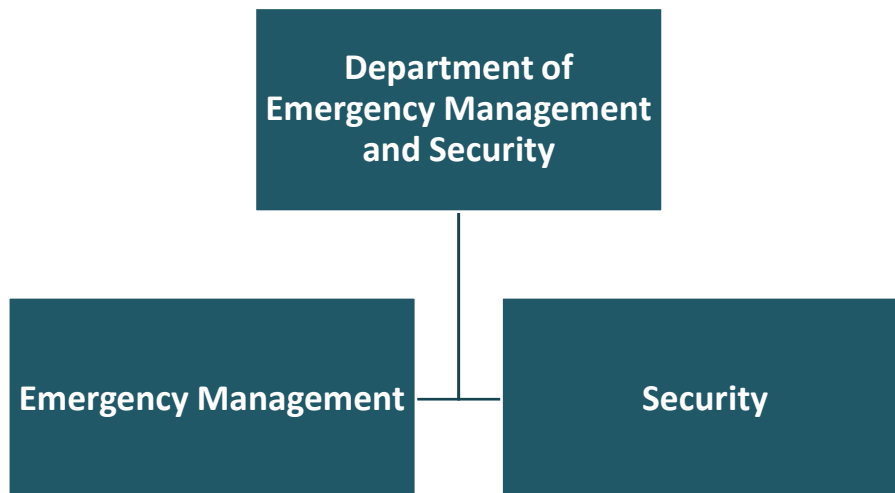
DEMS conducts emergency management outreach programs necessary to increase the public's awareness in emergency preparedness and homeland security. Through the Fairfax County Citizen Corps program, DEMS serves as liaison for recruitment, registration, and identification of volunteer emergency workers necessary to support emergency response and recovery efforts.

DEMS is responsible for providing a full range of security management services on a countywide basis. These services encompass the physical security needs and requirements of County owned and leased facilities, which include the assignment of security officers at County facilities and special events venues, security video surveillance, monitoring alarm systems and security assessments, threat assessments, theft investigations, and physical security consultations for new construction and other structural alterations to County facilities.

DEMS staff are the initial investigators for workplace violence related matters involving County employees and individuals that have a nexus to County facilities or employees. When security related matters rise to the level of law enforcement involvement, DEMS serves as the liaison with local law enforcement and/or other sworn law enforcement entities and departments. DEMS maintains a working relationship with the Fairfax County Police Department, Sheriff's Department, other public safety entities, and security experts.

DEMS provides training to County staff and others to include: Active Shooter/Active Assailant, Workplace Violence, De-escalation, Home and Field Visits, and Security Awareness, ensuring County security services, systems, technologies, methodologies, practices, and training are aligned with evolving threats and assessed security needs. A safe and secure environment is essential for all that work and visit County facilities and results in many positive benefits that complement the services the County provides to the community.

Organizational Chart



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Budget and Staff Resources

Category	FY 2021 Actual	FY 2022 Adopted	FY 2022 Revised	FY 2023 Advertised	FY 2023 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$1,160,762	\$1,694,411	\$1,996,859	\$2,351,570	\$2,351,570
Operating Expenses	385,954	509,829	5,374,479	5,210,375	5,210,375
Capital Equipment	101,457	0	131,106	0	0
Total Expenditures	\$1,648,173	\$2,204,240	\$7,502,444	\$7,561,945	\$7,561,945
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	15 / 15	16 / 16	20 / 20	21 / 21	21 / 21

This department has 3/3.0 FTE Grant Positions in Fund 50000, Federal-State Grant Fund.

FY 2023 Funding Adjustments

The following funding adjustments from the FY 2022 Adopted Budget Plan are necessary to support the FY 2023 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 10, 2022.

Employee Compensation **\$108,253**

An increase of \$108,253 in Personnel Services includes \$80,507 for a 4.01 percent market rate adjustment (MRA) for all employees and \$27,746 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2022. It should be noted that a larger number of employees are eligible for longevity increases in FY 2023 due to the deferral of longevity increases in FY 2021 and FY 2022.

Transfer of Security Functions **\$4,763,432**

An increase of \$4,763,432 is included to support security operations, including 4/4.0 FTE positions and operating expenses, that were transferred to the agency as part of the *FY 2021 Carryover Review*. These positions include 3/3.0 FTE positions from Agency 08, Facilities Management Department, to support the relocation of all security functions to DEMS. In addition, 1/1.0 FTE position was transferred from Agency 02, Office of the County Executive. The security team ensures all facets of security are kept up to date with the current crime trends, tensions within the country, legislative and political changes, technology advancements, and relevant training. This reorganization will better align these duties with the DEMS goals to prepare for, respond to, and recover from new and challenging threats.

Transfer of Security Contracts from Multiple Agencies **\$255,000**

An increase of \$255,000 is associated with the transfer of security contracts from multiple agencies to better align service delivery within the DEMS. Of this amount, \$170,000 is transferred from Fund 40090, E-911, to support the Pine Ridge security contract. The remaining \$85,000 is transferred from Agency 08, Facilities Management Department, to support the maintenance contract for the courthouse INET security system.

Court Record Security **\$150,000**

An increase of \$150,000 supports a contract in order to provide security at the Circuit Court Archives location. Previously located at 4500 University Drive, the building was redeveloped by the Department of Housing and Community Development into a 240-unit affordable housing community. A temporary facility at 2730 Prosperity Avenue was identified to store the records. As a result,

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security is required at the temporary location until the permanent facility is built at the Courthouse complex.

Department of Vehicle Services Charges **\$651**
 An increase of \$651 in Department of Vehicle Services Charges is based on anticipated billings for maintenance and operating-related charges.

Urban Areas Security Initiative **\$80,369**
 An increase of \$80,369 and 1/1.0 FTE new position is associated with the transition of Urban Areas Security Initiative (UASI) funding to local government funding. This funding will allow the volunteer program to continue across the County to further assist with disaster volunteer management, community engagement and education, and overall disaster response. It should be noted that an increase of \$41,551 in Fringe Benefits funding is included in Agency 89, Employee Benefits. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Changes to FY 2022 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2022 Revised Budget Plan since passage of the FY 2022 Adopted Budget Plan. Included are all adjustments made as part of the FY 2021 Carryover Review, FY 2022 Mid-Year Review, FY 2022 Third Quarter Review, and all other approved changes through April 30, 2022.

Carryover Adjustments **\$692,532**
 As part of the *FY 2021 Carryover Review*, the Board of Supervisors approved funding of \$692,532, including \$13,000 in Personnel Services for a one-time compensation adjustment of \$1,000 for merit employees and \$500 for non-merit employees paid in November 2021. The remaining amount of \$679,532 is due to encumbered funding of \$548,426 in Operating Expenses and \$131,106 in Capital Equipment.

Transfer of Security Functions **\$4,605,672**
 As part of the *FY 2021 Carryover Review*, the Board of Supervisors approved an increase of \$4,605,672 and 3/3.0 FTE positions to support the relocation of all security functions from Agency 08, Facilities Management Department. In addition, 1/1.0 FTE position was transferred from Agency 02, Office of the County Executive.

Position Detail

The FY 2023 Adopted Budget Plan includes the following positions:

DEPARTMENT OF EMERGENCY MANAGEMENT AND SECURITY – 21 Positions			
1	Emergency Management Coordinator	1	Emergency Management Specialist I
2	Dep. Coordinators of Emergency Management	2	Management Analysts III
1	Senior County-wide Initiatives Manager	1	Financial Specialist III
1	Continuity Operations Program Manager	1	Financial Specialist II [+1]
3	Emergency Management Specialists IV	1	Administrative Assistant IV
3	Emergency Management Specialists III	1	Administrative Assistant III
3	Emergency Management Specialists II		
+	Denotes New Position(s)		

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Performance Measurement Results

In FY 2021, DEMS added 6,062 new subscribers to Fairfax Alerts. Information on the Fairfax Alerts is included into all community presentations and outreach programs. In future years, DEMS will continue to enhance public emergency notifications through effective use of the Employee Alert Network and Fairfax Alerts. Most recently, County alerts have been linked directly with the agency's social media outlets. With the implementation of a more robust social media presence outreach program, OEM will strive to attract an additional 7,000 subscribers in Fairfax Alerts including members of the business community in FY 2022. As the importance of emergency preparedness continues to grow and the cost of disasters continues to rise, DEMS has started to diversify its messaging and interactions with the community in a format that meets their needs. This would include social media platforms, video, and multiple languages. DEMS completed 37 preparedness programs in FY 2021. Due to COVID-19 restrictions, many community programs were cancelled.

In FY 2021, the Department of Emergency Management and Security will continue conducting both discussion and operational based exercises. The goal is to provide training opportunities for at least 95 percent of County and volunteer agencies responsible for disaster mitigation, preparedness, response and recovery from large-scale emergencies and disasters. County agencies and volunteer groups with duties and responsibilities outlined in the County Emergency Operation Plan will participate in EOC and AEOC exercises designed to familiarize agency representatives with the incident command system, information software and procedures. DEMS offers training opportunities in multiple formats including lecture, virtual and hands-on. DEMS conducted 39 trainings and exercise activities in FY 2021 fewer than planned due to COVID-19 restrictions. The agency will continue to design and conduct exercises utilizing an all-hazard, multi-disciplinary approach to enhance the capabilities of partner agencies. The Department of Emergency Management and Security activated the Emergency Operations Center nine times for a total of nine operational periods (108 hours) in FY 2021 to coordinate County response and recovery operations.

Indicator	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimate	FY 2021 Actual	FY 2022 Estimate	FY 2023 Estimate
Division Name						
Percentage of County and volunteer agencies identified in EOP that receive training	95%	95%	95%	95%	95%	95%
New Fairfax Alerts subscribers added to OEM database	10,450	7,897	8,200	6,062	7,000	7,000
Percentage of businesses satisfied with partnership with the Department of Emergency Management and Security	93%	93%	94%	94%	94%	94%

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2023-adopted-performance-measures-pm>