

# Department of Emergency Management and Security

## Mission

The Department of Emergency Management and Security (DEMS) is committed to the safety and wellbeing of the 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.

## Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community, and uses our One Fairfax equity policy to invest in people and places that have limited access to opportunity. On February 20, 2024, the second Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the community outcome areas, plus three data dashboards and data stories that are being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Three Implementation Model, which will engage hundreds of County subject-matter experts to identify and champion the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit [www.fairfaxcounty.gov/strategicplan](http://www.fairfaxcounty.gov/strategicplan). The Department of Emergency Management and Security primarily supports the following Community Outcome Areas:



Community Outcome Area	Vision Statement
<b>Effective and Efficient Government</b>	<i>All people trust that their government responsibly manages resources, is responsive to their needs, provides exceptional services and equitably represents them.</i>
<b>Safety and Security</b>	<i>All people feel safe at home, school, work and in the community.</i>

## Focus

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

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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 Emergency Operations Plan (EOP) which provides a comprehensive framework for the management of major emergencies and disasters for the entire County. The EOP establishes the operational roles and responsibilities for County and partner agencies when responding to an emergency in Fairfax County. DEMS ensures County agency emergency plans are consistent and compatible with regional and state emergency plans and complies 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 the Federal Emergency Management Agency (FEMA) Public Assistance program. In addition, DEMS provides managerial oversight for the County's Homeland Security Grants.

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.

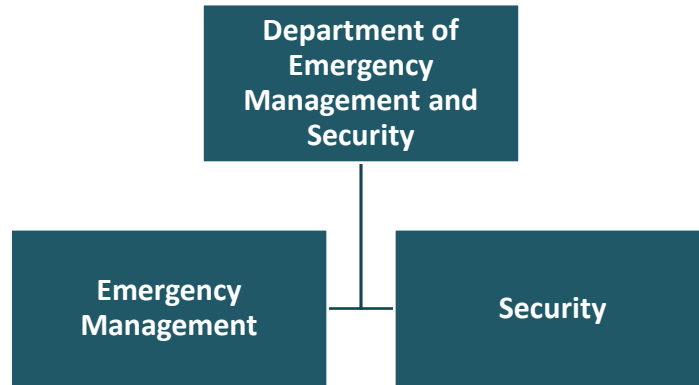
DEMS staff are the initial investigators for workplace violence related matters involving County employees and individuals that have a nexus to County facilities or employees. When security related matters rise to the level of law enforcement involvement, DEMS serves as the liaison with local law enforcement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

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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



## Budget and Staff Resources

Category	FY 2023 Actual	FY 2024 Adopted	FY 2024 Revised	FY 2025 Advertised	FY 2025 Adopted
<b>FUNDING</b>					
<b>Expenditures:</b>					
Personnel Services	\$1,991,290	\$2,682,587	\$2,382,587	\$2,918,637	\$2,918,637
Operating Expenses	5,091,929	5,767,140	7,568,212	5,637,860	5,636,556
Capital Equipment	20,825	0	0	0	0
<b>Total Expenditures</b>	<b>\$7,104,044</b>	<b>\$8,449,727</b>	<b>\$9,950,799</b>	<b>\$8,556,497</b>	<b>\$8,555,193</b>
<b>AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)</b>					
Regular	22 / 22	23 / 23	24 / 24	24 / 24	24 / 24

This department has 2/2.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

## FY 2025 Funding Adjustments

The following funding adjustments from the *FY 2024 Adopted Budget Plan* are necessary to support the FY 2025 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 7, 2024.

### Employee Compensation \$116,734

An increase of \$116,734 in Personnel Services includes \$53,652 for a 2.00 percent market rate adjustment (MRA) for all employees and \$41,609 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2024. The remaining increase of \$21,473 is included for employee pay increases for specific job classes identified in the County's benchmark class survey of comparator jurisdictions.

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**Contract Rate Increases \$378,502**

An increase of \$378,502 in Operating Expenses supports a contract rate increase for security services for buildings and facilities throughout the County.

**Position Adjustment \$65,552**

An increase of \$65,552 includes \$63,552 in Personnel Services associated with a position transferred from Fund 40090, E-911, to Agency 93, Department of Emergency Management and Security in 2024. The remaining \$2,000 supports PC Replacement associated with the position. A corresponding adjustment is included in Fund 40090, E-911 for no net impact to the County.

**Urban Areas Security Initiative \$55,764**

An increase of \$55,764 in Personnel Services is associated with year two of a two-year phase-in to replace Urban Areas Security Initiative (UASI) grant funding which expired in December 2023. The program aims to enhance community outreach, preparedness, and public education to protect Fairfax County residents from emergencies and disasters. It should be noted that an increase of \$29,734 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$85,498. For further information on Fringe Benefits, please refer to Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

**Department of Vehicle Services Charges \$498**

An increase of \$498 in Department of Vehicle Services charges is based on anticipated billings for maintenance and operating-related charges.

**Reductions (\$511,584)**

A decrease of \$511,584 reflects reductions utilized to balance the FY 2025 budget. The following table provides details on the specific reductions:

Title	Impact	Positions	FTE	Reduction
Reduce Contracted Security Services	The Department of Emergency Management and Security reviewed existing contracted security services at County facilities and determined that a number of reductions could be taken with minimal impact to County operations. The facilities impacted include the Workhouse Arts Foundation, the Government Center, the Town of Herndon courthouse, and the Fairfax County courthouse. This reduction does not eliminate security services at the Government Center, the Town of Herndon courthouse, and the Fairfax County courthouse locations but does reduce the number of onsite security officers. The Workhouse Arts Foundation will become part of a roving patrol area now that the facility is fully operational.	0	0.0	\$387,522
Reduce Operating Budget due to Efficiencies and Cost Savings	As a result of the COVID-19 pandemic and the County's shift to a hybrid in-office and telework policy, the Department of Emergency Management and Security has realized efficiencies and cost savings in general office supplies through decreasing training, managing general phone usage, minimizing supplies and materials for outreach events, and reducing printing materials that are available online. It is not expected this reduction will have a negative impact on agency operations.	0	0.0	\$124,062

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## Changes to FY 2024 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2024 Revised Budget Plan since passage of the FY 2024 Adopted Budget Plan. Included are all adjustments made as part of the FY 2023 Carryover Review, FY 2024 Third Quarter Review, and all other approved changes through April 30, 2024.

**Carryover Adjustments** **\$1,501,072**  
As part of the FY 2023 Carryover Review, the Board of Supervisors approved funding of \$1,501,072 in Operating Expenses due to encumbered carryover.

**Position Adjustment** **\$0**  
In order to better align resources, 1/1.0 FTE position was transferred from Fund 40090, E-911, to Agency 93, Department of Emergency Management and Security, to provide additional support for security functions.

## Position Detail

The FY 2025 Adopted Budget Plan includes the following positions:

DEPARTMENT OF EMERGENCY MANAGEMENT AND SECURITY – 24 Positions			
1	Emergency Management Coordinator	2	Management Analysts III
2	Dep. Coordinators of Emergency Management	1	Management Analyst II
1	Senior County-wide Initiatives Manager	1	Financial Specialist IV
1	Continuity Operations Program Manager	1	Financial Specialist III
4	Emergency Management Specialists IV	1	Electronic Equipment Technician II
3	Emergency Management Specialists III	1	Administrative Assistant IV
3	Emergency Management Specialists II	1	Administrative Assistant III
1	Emergency Management Specialist I		

## Performance Measurement Results by Community Outcome Area

### Effective and Efficient Government

One of the ways DEMS enhances emergency preparedness, response, and recovery within the County is by forming business partnerships with local businesses and non-governmental organizations. In FY 2023, the number of businesses and non-governmental organizations that participated in County outreach, training, and exercises was 40, double what it was in FY 2021. The participants reported a 95 percent satisfaction rate in partnering with DEMS.

### Safety and Security

In FY 2023, DEMS added 3,572 new subscribers to Fairfax Alerts bringing the current number of registered subscribers to 97,634 and there were an additional 45,285 subscribers to keyword text messaging. Information on the Fairfax Alerts is included in 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, DEMS will strive to attract an additional 5,000 subscribers in Fairfax Alerts including members of the business community in FY 2025. 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 includes social media platforms, video, and multiple languages. DEMS completed 124

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preparedness programs in FY 2023, which were delivered in a variety of methods that support the equitable exchange of information.

In FY 2025, 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 Alternate Emergency Operations Center (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 117 training and exercise activities in FY 2023. The department will continue to design and conduct exercises utilizing an all-hazard, multi-disciplinary approach to enhance the capabilities of partner agencies.

Community Outcome Area	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimate	FY 2023 Actual	FY 2024 Estimate	FY 2025 Estimate
<b>Effective and Efficient Government</b>						
<b>Customer Satisfaction with County Services</b>						
Percentage of businesses satisfied with partnership with the Department of Emergency Management and Security	94%	95%	95%	95%	95%	95%
<b>Safety and Security</b>						
<b>Safety-Related Prevention and Preparedness</b>						
Percentage of County and volunteer agencies identified in EOP that receive training	95%	95%	95%	95%	95%	95%
New Fairfax Alerts subscribers added to DEMS database	6,062	3,827	4,000	3,572	5,000	5,000

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2025-adopted-performance-measures-pm>