

Strategic Linkages

Context and Background

Over the past two decades, a number of initiatives have strengthened decision-making and continued to infuse a more strategic approach into the way business is performed. These initiatives include developing an employee Leadership Philosophy and Vision Statement, developing Vision Elements for what successful service looks like, identifying the priorities of the Board of Supervisors, incorporating Performance Measurement and benchmarking into the budget process, implementing a countywide Workforce Planning initiative, increased transparency and a review and inventory of County programs and services (Lines of Business Review), among other things. Strategic decision-making is an ongoing process and the County continues to seek opportunities to improve the results and efficiency of County services and programs through strategic planning and coordination. Currently, a new Countywide Strategic Plan is being developed which will drive organization level decision-making and inform the budget process starting in FY 2022. The goal of these efforts is to foster a high-performing government in Fairfax County which is responsive and accountable to the community's vision, forward-thinking and better able to meet the current and future needs of all county residents through data-driven, strategic decision-making.

Strategic Planning

In order to help the community and County staff shape the future for the next decade and beyond, a new Countywide Strategic Plan is being developed. The Strategic Planning process re-affirms County's commitment to high performance by helping agencies focus resources and services on the most strategic needs. The County process directs all agencies to strengthen the linkage between their individual missions and goals and the County and the community's vision of the future.

In late 2018, the County embarked on a new countywide strategic planning effort. The Countywide Strategic Plan is intended to be a living document which will establish a framework for decision-making for many years and is intended to integrate existing departmental plans so all efforts are aligned, coordinated and in context. Based on input gathered through a community engagement process, nine Priority Areas have been identified. Staff strategy teams have refined key performance indicators and prioritized key strategies to address these priorities. The Countywide Strategic Plan integrates other planning efforts, such as the Economic Success Strategic Plan, the Fairfax County Public Schools Strategic Plan, and the One Fairfax Policy.



A draft Strategic Plan was presented to the Board of Supervisors on February 25, 2020, along with the [FY 2021 Advertised Budget Plan](#). Due to the coronavirus pandemic, Board approval of the proposed Countywide Strategic Plan has been postponed. In the near future, a revised timeline for community meetings to get feedback on the plan and for Board consideration and adoption will be announced. Once the Countywide Strategic Plan is adopted by the Board of Supervisors, it will serve as a decision-making tool and inform the annual budget process, beginning in FY 2022. Existing program performance measures and benchmarking will be updated to align data gathering, data utilization and reporting across the organization with the Strategic Plan metrics. More information regarding the strategic planning efforts can be found at www.fairfaxcounty.gov/strategicplan.

One Fairfax Policy

One Fairfax is a joint social and racial equity policy adopted by the Fairfax County Board of Supervisors and the Fairfax County School Board. It commits the County and the school system to intentionally consider equity when making policies or delivering programs and services. One Fairfax is a framework or lens which will be used to consider equity in decision-making and in the development and delivery of future policies, programs, and services. The policy is intended to help

county and school leaders to look intentionally, comprehensively, and systematically at barriers that may be creating gaps in opportunity. Agencies are currently developing plans to address equity through trainings and service provision.

Lines of Business (LOBs)

The County last completed a comprehensive Lines of Business (LOBs) initiative in 2016. The County budget includes a vast array of programs and services to support the diverse population of more than one million people, and LOBs is one way in which to inventory, catalog and examine all these programs and services. In the 2016 inventory, County had 390 Lines of Business covering all funding sources. The Lines of Business discussion focused on the approximately 47 percent of the General Fund that is non-school, as well as all other non-General Fund services. The complete list of LOBs, as well as completed LOBs documents, are available at <https://www.fairfaxcounty.gov/budget/lines-business-lobs-2016>. This information is typically organized by County department; however, it is also accessible in a number of different ways to attempt to customize access to a variety of readers.

Economic Success Strategic Plan

The Board of Supervisors' Economic Advisory Commission (EAC) worked collaboratively with County executive leadership and staff to develop The Strategic Plan to Facilitate the Economic Success of Fairfax County, an update of the 2011 EAC Strategic Plan. In March 2015 a broad spectrum of stakeholders in the community participated in validating the Economic Success Strategic Plan goals and strategies, including representatives in business, higher education, transportation, land development, housing, tourism, arts, health, human services, the Fairfax County Economic Development Authority, among others.

Fairfax boasts one of the strongest and largest economies in the region. However, the County needs to maintain, diversify, and enhance a strong and vital community in order to sustain and grow economic prosperity. The vision of economic success is a community where businesses, residents, and employees of a variety of ages, abilities, and experiences want to live, work, play, learn, and thrive.

The Economic Success Strategic Plan focuses on six policy recommendation goal areas to support economic vibrancy:

- Further diversifying our economy
- Creating places where people want to be
- Improving the speed, consistency, and predictability of the County's development review process
- Investing in natural and physical infrastructure
- Achieving economic success through education and social equity
- Increasing the agility of county government

Both County agencies and external stakeholders have created initiatives in support of the goals of the ESSP and information on these initiatives can be found at <https://www.fairfaxcounty.gov/economic-success/>. Metrics and indicators have been developed for measurement toward success and to drive the strategies and goals of internal and external partners. <https://www.fairfaxcounty.gov/economic-success/indicators-performance-measures>. Similar to other plans, the Economic Success plan will be integrated into the Countywide Strategic Plan.

Performance Measurement

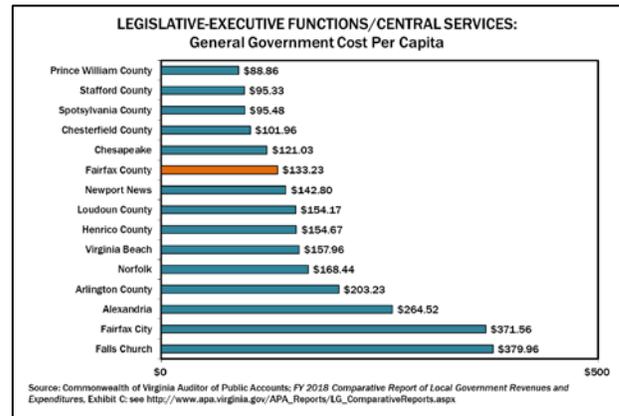
Since 1997, Fairfax County has used performance measurement to gain insight into, and make judgments about, the effectiveness and efficiency of its programs, processes, and employees. While performance measures do not in and of themselves produce higher levels of effectiveness, efficiency, and quality, they do provide data that can help to reallocate resources or realign strategic objectives to improve services. Each Fairfax County agency decides which indicators will be used to measure progress toward strategic goals and objectives, gathers and analyzes performance measurement data, and uses the results to drive improvements in the agency.



In 2019, Fairfax County was one of only 27 jurisdictions to receive ICMA's highest recognition for performance measurement, the "Certificate of Excellence."

Fairfax County also uses benchmarking, the systematic comparison of performance with other jurisdictions, in order to discover best practices that will enhance performance. Cost per capita data for each program area, (e.g., public safety, health and welfare, community development) has also been included at the beginning of each program area summary in Volume 1 of the FY 2021 Adopted Budget Plan. The Auditor of Public Accounts for the Commonwealth of Virginia collects this data and publishes it annually. The jurisdictions selected for comparison are the Northern Virginia localities, as well as those with a population of 100,000 or more elsewhere in the state.

In prior years, the County has participated in the International City/County Management Association's (ICMA) benchmarking effort to find comparable data annually for several service areas. Due to the decline in participation amongst comparable jurisdictions, and format changes within the data set, this data is not included for FY 2021. In service areas that are not covered by ICMA's



effort, agencies rely on various sources of comparative data prepared by the state, professional associations, and/or nonprofit/research organizations. It is anticipated each year that benchmarking presentations will be enhanced based on the availability of information.

Once the Countywide Strategic Plan is adopted by the Board of Supervisors, performance measurement and benchmarking programs will be updated to align data gathering, utilization and presentation across the organization with the Strategic Plan metrics.

Workforce Planning

The County's workforce planning effort began in FY 2002 to anticipate and integrate the human resources response to agency strategic objectives. Changes in agency priorities such as the opening of a new facility, increased demand for services by the public, the receipt of grant funding, or budget reductions can greatly affect personnel needs. Given these varying situations, workforce planning helps agency leadership to retain employees and improve employee skill sets needed to accomplish the strategic objectives of the agency. Effective workforce planning is a necessary component of an organization's strategic plan, to provide a flexible and proficient workforce able to adapt to the changing needs of the organization.

In FY 2008, Fairfax County added a Succession Planning component to workforce planning. The Succession Planning process provides managers and supervisors with a framework for effective human resources planning in the face of the dramatic changes anticipated in the workforce over the next five to ten years. It is a method for management to identify and develop key employee competencies, encourage professional development, and contribute to employee retention. Over 11 percent of current employees will be eligible for retirement by the end of FY 2021, and 29 percent will be eligible within the next five years. To address this challenge, the County plans to re-tool and strengthen existing succession planning and knowledge transfer efforts to build the capacity to support a "promote from within" when appropriate philosophy.

The County will recruit externally when strategically advantageous and will strengthen recruitment effectiveness by encouraging employee referrals and deepening the County Executive's leadership team's engagement with executive level recruitments. Shifting the performance evaluation focus from "the amount of the pay increase" to better communication and employee development will also help the County address the exit of many tenured County employees.

Information Technology Initiatives

The County is committed to providing the necessary investment in information technology (IT), realizing the critical role it plays in improving business processes and customer service. Fund 10040, Information Technology Fund, was established to accelerate the redesign of business processes to achieve large-scale improvements in service quality and to provide adequate enterprise-wide technological infrastructure. Consequently, the County is consolidating its investments to accommodate and leverage technological advancements and growth well into the 21st century. Constrained funding will impact the number of new IT projects that can be undertaken in the next year. However, the County continues to explore and monitor all areas of County government for IT enhancements and/or modifications which will streamline operations and support future savings.

FY 2021 funding of \$250,000 for investments in IT projects is supported by interest income in Fund 10040. The initiatives meet one or multiple priorities established by the Senior Information Technology Steering Committee and include a mix of projects that benefits both citizens and employees and the need for securing and strengthening the County's technology infrastructure. It should be noted, based on limited fiscal resources, most projects have not received funding as part of the [FY 2021 Adopted Budget Plan](#). The decision to not fund these projects was based on a thorough review of available balances and upcoming requirements. It is anticipated that these projects will be funded with one-time balances and/or agency savings as part of a future quarterly review. Funding projects incrementally at quarterly reviews is an effective strategy that enables the County to optimize use of available dollars and align project funding with project budgets, plans and schedules.

Strategic Planning Links to the Budget

The annual budget includes links to the comprehensive strategic initiatives described above. To achieve these links, agency budget narratives include discussions of agency strategic planning efforts; program area summaries include cross-cutting efforts and benchmarking data; and the Key County Indicator presentation in this section demonstrates how the County is performing as a whole. As a result, the budget information is presented in a user-friendly format and resource decisions are more clearly articulated to Fairfax County residents.

- ▶ **Agency Narratives:** Individual agency narratives identify strategic issues, which were developed during the agency strategic planning efforts, link core services to the Vision Elements and expand the use of performance measures to clearly define how well the agency is delivering a specific service. Agency narratives are included in budget Volumes 1 and 2.
- ▶ **Program Area Summaries:** Summaries by Program Area (such as Public Safety, Health and Welfare, Judicial Administration) provide a broader perspective of the strategic direction of several related agencies and how they are supporting the County Vision Elements. This helps to identify common goals and programs that may cross over departments. In addition, benchmarking information is included on program area services to demonstrate how the County performs in relation to other comparable jurisdictions. Program area summaries are included in budget Volumes 1 and 2.
- ▶ **Key County Indicators:** The Key County Indicator presentation provides several performance measurement indicators for each Vision Element. The presentation gives the reader a high-level perspective on how the County is doing as a whole to reach its service vision. The presentation of Key County Indicators will continue to be refined to ensure that the measures best represent the needs of the community. A detailed presentation and discussion of the Key County Indicators is included following this discussion on the next page.
- ▶ **Schools:** The Fairfax County Public Schools provide an enormous contribution to the community and in an effort to address the County's investment in education and the benefits it provides, a list of Fairfax County School Student Achievement Goals are included following the Key County Indicator presentation.

Next Steps

The development of the County's leadership philosophy and emphasis on strategic planning is an ongoing process that will continue to be refined in the coming years. The County budget is extremely well-received within the County and nationally. As a measure of the quality of its budget preparation, Fairfax County was awarded the Government Finance Officers Association's Distinguished Budget Presentation Award by meeting rigorous criteria for the budget as a policy document, financial plan, operations guide, and communications device for the 35th consecutive year. The County will continue to build on this success for future budget documents in order to enhance the accountability, transparency, and usefulness of the budget documents.

Vision Elements

The current strategic framework sets a direction for the organization through seven "Vision Elements" for the County which describe what success will look like as a result of the County's efforts to protect and enrich the quality of life for the people, neighborhoods, and diverse communities of Fairfax County. Once a new Countywide Strategic Plan is adopted by the Board of Supervisors, the priorities it includes will replace the current framework in setting a direction for the future of the County.



Maintaining Safe and Caring Communities: The needs of a diverse and growing community are met through innovative public and private services, community partnerships and volunteer opportunities. As a result, residents feel safe and secure, capable of accessing the range of services and opportunities they need and are willing and able to give back to their community.



Building Livable Spaces: Together, we encourage distinctive "built environments" that create a sense of place, reflect the character, history, and natural environment of the community, and take a variety of forms – from identifiable neighborhoods, to main streets, to town centers. As a result, people throughout the community feel they have unique and desirable places to live, work, shop, play, and connect with others.



Connecting People and Places: Transportation, technology, and information effectively and efficiently connect people and ideas. As a result, people feel a part of their community and have the ability to access places and resources in a timely, safe, and convenient manner.



Maintaining Healthy Economies: Investments in the workforce, jobs, and community infrastructure and institutions support a diverse and thriving economy. As a result, individuals are able to meet their needs and have the opportunity to grow and develop their talent and income according to their potential.



Practicing Environmental Stewardship: Local government, industry and residents seek ways to use all resources wisely and to protect and enhance the County's natural environment and open space. As a result, residents feel good about their quality of life and embrace environmental stewardship as a personal and shared responsibility.



Creating a Culture of Engagement: Individuals enhance community life by participating in and supporting civic groups, discussion groups, public-private partnerships, and other activities that seek to understand and address community needs and opportunities. As a result, residents feel that they can make a difference and work in partnership with others to understand and address pressing public issues.



Exercising Corporate Stewardship: Fairfax County government is accessible, responsible, and accountable. As a result, actions are responsive, providing superior customer service and reflecting sound management of County resources and assets.

Key County Indicators

The Key County Indicator presentation communicates the County's progress on each of the Vision Elements through key measures. The Indicators were compiled by a diverse team of Fairfax County senior management and agency staff through a series of meetings and workshops. Indicators were chosen if they are reliable and accurate, represent a wide array of County services, and provide a strong measure of how the County is performing in support of each Vision Element. The County also compiles Benchmarking data, providing a high-level picture of how Fairfax County is performing compared to other jurisdictions of its size. Benchmarking data is presented within the program area summaries in budget Volumes 1 and 2.

The following presentation lists the Key County Indicators for each of the Vision Elements, provides actual data from FY 2017, FY 2018, and FY 2019, and includes a discussion of how the Indicators relate to their respective Vision Elements. In addition, the Corporate Stewardship Vision Element includes FY 2020 and FY 2021 estimates in order to present data related to the current budget. For some indicators, FY 2018 is the most recent year in which data are available, and FY 2019 Actuals will be included in the following year's budget document. All of the indicator data are for Fairfax County only, listed by Fiscal Year, unless otherwise noted in the text. The County plans to improve its benchmarking initiative in the coming years.

Key County Indicators

How is Fairfax County performing on its seven Vision Elements?

- ✓ Maintaining Safe and Caring Communities
- ✓ Practicing Environmental Stewardship
- ✓ Building Livable Spaces
- ✓ Maintaining Healthy Economies
- ✓ Connecting People and Places
- ✓ Creating a Culture of Engagement
- ✓ Exercising Corporate Stewardship

Maintaining Safe and Caring Communities

The needs of a diverse and growing community are met through innovative public and private services, community partnerships and volunteer opportunities. As a result, residents feel safe and secure, capable of accessing the range of services and opportunities they need and are willing and able to give back to their community.



Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Ratio of Crimes Against Persons Offenses to 100,000 County Population (Calendar Year)	715.3	687.1	714.5
Clearance rate of Crimes Against Persons Offenses (Calendar Year)	53.2%	52.3%	50.9%
Percent of time Advanced Life Support (ALS) transport units on scene within 9 minutes	89.4%	88.2%	87.5%
Fire suppression response rate for engine company within 5 minutes, 20 seconds	50.9%	48.8%	50.9%
Percent of low birth weight babies (under 5 lbs 8 oz) ¹	NA	NA	NA
Immunizations: completion rates for 2 year olds	62%	63%	67%
Virginia Department of Education (VDOE) On-Time Graduation Rate	91.4%	91.5%	91.3%
Children in foster care per 1,000 in total youth population ²	0.61	NA	NA
Percent of seniors, adults with disabilities and/or family caregivers who express satisfaction with community-based services that are provided by Fairfax County to help them remain in their home/community	91%	88%	95%

Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Percent of food service establishments found to be in compliance, at the completion of the inspection cycle, with control measures that reduce the occurrence of foodborne illness	95%	95%	97%

¹ Prior year actuals on the percent of low birth weight babies are provided by the Virginia Department of Health, and 2016 is the most recent data available in time for budget publication. For 2016, 7.1% of babies had a low birth weight.

² Prior year actuals on Children in foster care per 1,000 in total youth population are provided by the American Community Survey (ACS) of the United States Census Bureau, and 2017 is the most recent data available in time for budget publication.

Fairfax County is one of the nation's safest jurisdictions in which to live and work. In CY 2019, the Fairfax County **ratio of 714.5 Crimes Against Persons Offenses** per 100,000 residents reflected one of the lowest rates of any large jurisdiction in the United States. It is important to note that Crimes Against Persons Offenses includes all Forcible and Non-Forcible Sex Offenses, Kidnappings/Abductions, Homicides and Assaults that were reported to the Police Department. Additional information can be found in the Fairfax County Police Department's annual report on Group A Offenses: <https://www.fairfaxcounty.gov/police/chief/crimestatistics>

In CY 2019, the case **clearance rate of Crimes Against Persons Offenses** was 50.9 percent. This rate remained high when compared to similar jurisdictions across the nation.

The Fairfax County Fire and Rescue Department Advanced Life Support (ALS) and fire unit measures are standards set by the National Fire Protection Association (NFPA). The **five minute and 20 seconds fire suppression response standard** of the NFPA was met 50.9 percent of the time in FY 2019. **Advanced Life Support transport units arrived on the scene within 9 minutes** 87.5 percent of the time in FY 2019.

The health and well-being of children in Fairfax County is evident in the low percentage of children born with **low birth weight** and the high **immunization completion rates** for two-year-olds. The County's 2016 incidence rate of 7.1 percent of low birth weight babies compares favorably against the state average of 7.8 percent. The FY 2019 immunization completion rate of 67 percent for two-year-olds was slightly higher than in FY 2018. It is important to note that by the time of school entry, many children are adequately immunized, although they may have lacked these immunizations at the age of two.

Fairfax County also funds numerous programs to help children stay in school and provides recreational activities in after-school programs. These services contributed to the County's FY 2018 **Virginia Department of Education (VDOE) On-Time Graduation rate** of 91.3 percent. In FY 2017, the **ratio of children in foster care per 1,000** in the total population of children 0–18 years old was 0.61. Fairfax County remains committed to further decreasing the number of children in foster care as well as reducing the time spent in foster care through intensive prevention and early intervention efforts and a stronger emphasis on permanent placements of children in foster care who are unable to return safely to their families.

The County continues to be successful in **caring for older adults and persons with disabilities by helping them stay in their homes** as indicated by the 95 percent combined satisfaction rating for two support programs: Adult Day Health Care (ADHC) and Congregate Meals programs. ADHC satisfaction was 94 percent in FY 2018. Department of Family Services staff regularly solicits input from Congregate Meal clients, including the growing ethnic client population, and constantly works with food vendors to revise food options accordingly. Client satisfaction increased significantly in FY 2019 to 95 percent.

In FY 2016, the Fairfax County Health Department (FCHD) implemented a new process to categorize food establishments and conduct inspections on a risk and performance-based frequency. Depending on its assigned risk category, food establishments were inspected one, two, or three times. In FY 2017, inspections were conducted based on both risk and performance. Based on the compliance history of each food establishment, FCHD provided tailored services (e.g., inspection, onsite training, and risk control plan) to help the establishment achieve long-term compliance with the regulations. In FY 2019, FCHD found that **97 percent of all food establishments were in compliance with FDA risk factor control measures to reduce foodborne illness.**

Building Livable Spaces

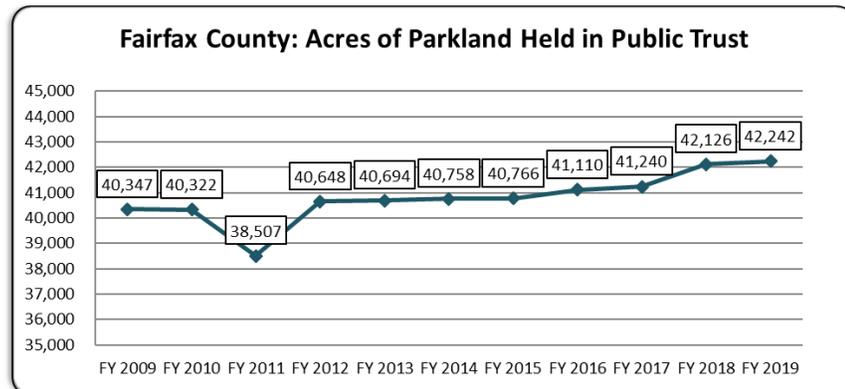
Together, we encourage distinctive “built environments” that create a sense of place, reflect the character, history, and natural environment of the community, and take a variety of forms – from identifiable neighborhoods, to main streets, to town centers. As a result, people throughout the community feel they have unique and desirable places to live, work, shop, play, and connect with others.



Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Acres of parkland held in public trust	41,240	42,126	42,242
Miles of trails and sidewalks maintained by the County	665	668	672
Annual number of visitations to libraries, park facilities and recreation and community centers	11,013,129	11,045,568	10,412,274
Value of construction authorized on existing residential units	\$130,298,774	\$132,900,228	\$147,982,001
Annual percent of new dwelling units within business or transit centers as measured by zoning approvals	97%	94%	99%
Percent of people in the labor force who both live and work in Fairfax County	54.5%	54.6%	55.9%
Number of affordable rental senior housing units ¹	3,113	3,113	2,672

¹ The FY 2019 Actual number of committed affordable rental senior housing units does not include properties that may be market affordable (ones that are privately-owned, do not receive a subsidy and do not have a restriction on their rent).

Many of the indicators above capture some aspect of quality of life for Fairfax County residents and focus on the sustainability of neighborhoods and the community. The amount of **acres of parkland held in public trust** is a preservation of open space that enhances the County's appeal as an attractive place to live. This indicator measures parkland in the County held by the Fairfax County Park Authority, the Northern Regional Park Authority, state and federal governments, and other localities. In FY 2019, there was a net increase in acres due to revised calculations related primarily to Fairfax County, National Park Service, Northern Virginia Conservation Trust and Bureau of Land Management parkland. This adjustment brought the FY 2019 total acreage to 42,242.



In addition, the availability of trails and sidewalks supports pedestrian friendly access, and accessibility for non-motorized traffic. This indicator is measured by the **miles of trails and sidewalks** that are maintained by the Department of Public Works and Environmental Services (DPWES). A GIS-based walkway inventory now provides a more accurate estimate of miles. In FY 2019, DPWES maintained 672 miles of trails and sidewalks. In addition to miles maintained by the County, approximately 1,696 miles are maintained by the Virginia Department of Transportation (VDOT) and approximately 328 miles are contained within County parks. In addition, approximately 1,134 miles of walkway are maintained by private homeowners' associations. The number of walkways in the County contributes to the sense of community and connection to places. The County will continue to improve pedestrian access and develop walkways through the use of funding support from a variety of sources, including bond funding and the commercial and industrial real estate tax for transportation.

Availability and **use of libraries, parks and recreation facilities** is often used as a "quality-of-life" indicator and is cited as a major factor in a family's decision for home location and a company's decision for site location. In the fall of 2012, the voters approved a bond referendum in the amount of \$25 million to renovate four priority library facilities. These libraries include Pohick, Tysons Pimmit, Reston, and John Marshall. The renovations provide upgrades to all of the building systems, including roof and HVAC replacement, which outlived their useful life and are designed to accommodate current operations and energy efficiency. In addition, the renovations provide a more efficient use of the available space, meet customers' technological demands and better serve students and young children. The quiet study areas and group study rooms are improved, the space to accommodate a higher number of public computers is increased, and wireless access is enhanced. In FY 2019, the number of visits to all libraries, parks and recreation facilities decreased slightly to 10,412,274.

Resident investment in their own residences reflects the perception of their neighborhood as a "livable community." The **value of construction authorized on existing residential units** in FY 2019 increased 11.0 percent over FY 2018 (in contrast with the 2.0 percent increase from FY 2017 to FY 2018). This growth continued during the first three quarters of FY 2020, however, the coronavirus pandemic during the fourth quarter significantly impacted continued growth, which suggests that the value of construction during FY 2020 will not exceed the value of FY 2019.

The measure for the **percent of dwelling units within business or transit centers as measured by zoning approvals** provides a sense of the quality of built environments in the County and the County's annual success in promoting mixed use development. The Comprehensive Plan encourages built environments suitable for work, shopping, and leisure activities. The County encourages Business Centers to include additional residential development to facilitate an

appropriate mix of uses. In FY 2019, 99 percent or 10,294 dwelling units were approved within business or transit centers throughout the County.

The **percentage of employed people who both live and work in Fairfax County** is currently above 55 percent and may be linked to both quality of life and access to mixed use development in the County. Additional residential development in business centers also increases the potential for the members of the workforce to live in proximity to their place of work. In addition, the County is actively promoting the creation and preservation of affordable dwelling units to support those who both live and work within the County.

Continued production of affordable senior housing by the Fairfax County Redevelopment and Housing Authority (FCRHA) and others, as well as FCRHA preservation efforts, are helping to offset the loss of affordable senior rental units on the market. As of the close of FY 2019, there was an inventory of 2,672 committed affordable senior housing units, including both publicly and privately-owned rental apartment complexes. This figure does not include properties that may be market affordable (ones that are privately-owned, do not receive a subsidy and do not have a restriction on their rent).

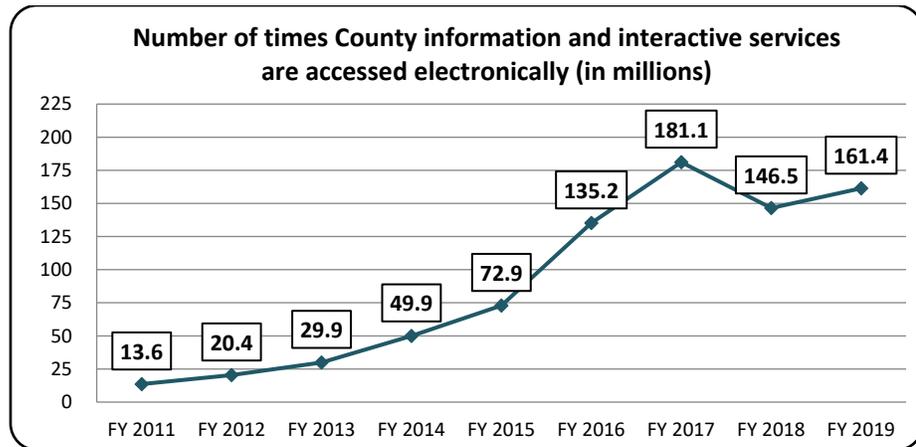
Connecting People and Places



Transportation, technology, and information effectively and efficiently connect people and ideas. As a result, people feel a part of their community and have the ability to access places and resources in a timely, safe and convenient manner.

Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Number of times County information and interactive services are accessed electronically (millions)	181.1	146.5	161.4
Library materials circulation per capita	9.8	9.5	9.3
Percent of library circulation represented by materials in languages other than English	1.3%	1.3%	1.3%
Percent change in transit passengers (Metrobus and Metrorail)	(9.02%)	0.82%	(4.6%)

Fairfax County has a robust and nationally known social media program that encourages interaction with and sharing of County information so residents can serve as information ambassadors to friends, neighbors and co-workers who may not otherwise have access (this is especially important during emergencies). By using tools like Facebook, Twitter, Nextdoor, YouTube and an emergency blog, Fairfax County delivers a high-quality experience for residents on those platforms with relevant, timely and actionable information. The County also interacts directly with residents and reaches people in ways that were not possible a few short years ago. These efforts are paying dividends both for the exchange of information and improving awareness of County resources. For example, ongoing surveys of County Facebook page fans and County Twitter followers showed that more than 80 percent of respondents said Fairfax County's use of those tools has helped them learn more about their local government, programs, and services. Evidence of the County's success in providing useful and convenient access to information and services can also be found in the FY 2019 measure of 161.4 million **total interactions with key County online platforms** (website visits, emergency blog views, Facebook daily total reach, Twitter impressions, YouTube video views, and SlideShare presentation views).



For residents of Fairfax County who do not have access to a computer at home or at work, or who do not possess the technical skills or are not able to utilize technology due to language barriers, the County utilizes other methods and media to connect them with information and services. Libraries, for example, are focal points within the community and offer a variety of brochures, flyers and announcements containing information on community activities and County services. One indicator of used by the library industry to demonstrate utilization of libraries is **library materials circulation per capita**, which was 9.3 in FY 2019. This high circulation rate demonstrates the availability of an extensive selection of materials and a desire for library resources among Fairfax County residents. In addition, interest in library resources can be seen in the number of unique visitors to the Library's website, which totaled 3,033,900 in FY 2019. For additional information on benchmarks, please refer to the Parks and Libraries Program Area Summary in Volume 1.

As previously mentioned, Fairfax County is becoming an increasingly diverse community in terms of culture and language. As of 2017, 38.3 percent of Fairfax County residents spoke a language other than English at home. In an attempt to better serve the non-English speaking population, the Fairfax County Public Library has dedicated a portion of its holdings to language appropriate materials for this portion of the community. With a circulation of nearly 11 million items by Fairfax County Public Library (FCPL) in FY 2019, the 1.3 percent reported for **the circulation of non-English materials** represents a significant number of materials being used by a multi-language population.

Another important aspect of connecting people and places is actually moving them from one place to another. The County operates the Fairfax Connector bus service; provides FASTRAN services to seniors; and contributes funding to Metro and the Virginia Railway Express (VRE). The **percent change in transit passengers** measures the impact of County efforts as well as efforts of Metro and the VRE. The County experienced a decrease of 4.6 percent in Fairfax County transit passengers (Metrorail, Metrobus) in FY 2019, down from 30.8 million in FY 2018 to 29.4 million in FY 2019. The decline was observed in Metrorail ridership, which declined due to partial line shutdowns for platform maintenance. A portion of these riders used Metrobus or Fairfax Connector as an alternative; Metrobus ridership increased over 15 percent in FY 2019 and Connector ridership increased slightly by 0.3 percent in FY 2019. All transit options in the County are affected by a number of shared factors:

- Metrorail capital maintenance program
- Low average fuel prices that encourage automobile use
- Impact of other transportation alternatives such as private network companies e.g. Uber, Lyft
- Increases in teleworking and alternative work schedules

In FY 2021, the County will continue its support of Metro Operations and Construction, Connector bus service, and the VRE subsidy. For more information, please see Fund 30000, Metro Operations and Construction, and Fund 40000, County Transit Systems, in Volume 2.

While transportation funding and improvements has historically been primarily a state function, the County also has supported a large portion of local transportation projects in an effort to reduce congestion and increase safety. The County continues to broaden its effort to improve roadways, enhance pedestrian mobility, and support mass transit through funding available from the 2014 Transportation Bond Referendum and from the commercial and industrial real estate tax for transportation. This tax was first adopted by the Board of Supervisors in FY 2009, pursuant to the General Assembly's passage of the Transportation Funding and Reform Act of 2007 (HB 3202). Commercial and Industrial (C&I) real estate tax revenue is posted to Fund 40010, County and Regional Transportation Projects, and then a portion is transferred to the County Transit Systems budget. In FY 2021, this amount totals \$38.4 million. Beginning in FY 2014, the County benefits from approximately \$119 million annually in regional revenues dedicated to transportation as a result of the State Transportation funding plan approved during the 2013 Session by the General Assembly (HB 2313). During the 2018 Virginia General Assembly session, a bill was passed (HB 1539/SB 856) to support Washington Metropolitan Area Transit Authority (WMATA) capital funding requirements. As a result of the Metro funding bill, Grantors and Transient Occupancy Tax revenues in HB 2313 have been redirected to fund Metro Capital needs. Fund 40010, County and Regional Transportation Projects, provides funding and support for the implementation of projects and services funded with the State Transportation funding plan (HB 2313) and the C&I tax.

Maintaining Healthy Economies

Investments in the work force, jobs, and community infrastructure and institutions support a diverse and thriving economy. As a result, individuals are able to meet their needs and have the opportunity to grow and develop their talent and income according to their potential.



Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Total employment (Total All Industries, All Establishment Sizes, equaling the total number of jobs in Fairfax County)	610,491	620,442	630,592
Growth rate	1.2%	1.6%	1.6%
Unemployment rate (not seasonally adjusted)	3.0%	2.5%	2.3%
Commercial/Industrial percent of total Real Estate Assessment Base	18.89%	19.12%	19.43%
Percent change in Gross County Product (adjusted for inflation)	1.6%	3.1%	2.6%
Percent of persons living below the federal poverty level (Calendar Year)	5.9%	6.8%	5.9%
Percent of homeowners that pay 30.0 percent or more of household income on housing (Calendar Year)	25.3%	26.4%	26.1%
Percent of renters that pay 30.0 percent or more of household income on rent (Calendar Year)	45.6%	47.3%	46.1%

Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Direct (excludes sublet space) office space vacancy rate (Calendar Year)	15.5%	14.9%	13.9%

Maintaining a healthy economy is critical to the sustainability of any community. In addition, many jurisdictions have learned that current fiscal health does not guarantee future success. Performance in this area affects how well the County can respond to the other six Vision Elements. The above nine indicators shown for the Healthy Economies Vision Element were selected because they are perceived as providing the greatest proxy power for gauging the overall health of Fairfax County's economy.

In FY 2020, the key indicators are likely to be affected by the COVID-19 pandemic which led to a partial shutdown of the County's economy beginning in March 2020. To deal with the resulting economic dislocations, the County, coordinated by the Department of Economic Initiatives and the Fairfax County Economic Development Authority, has undertaken several initiatives including the establishment of a Small Business COVID-19 Recovery Microloan Fund, the creation of the COVID-19 Small Business and Non-Profit Relief Grant Program, enhanced communications with the business community including a COVID-19 Business Resources Hub website and COVID-19 related business resiliency webinars, and the establishment of a business continuity working group that meets to coordinate the response to the COVID-19 crisis impacting the business community.

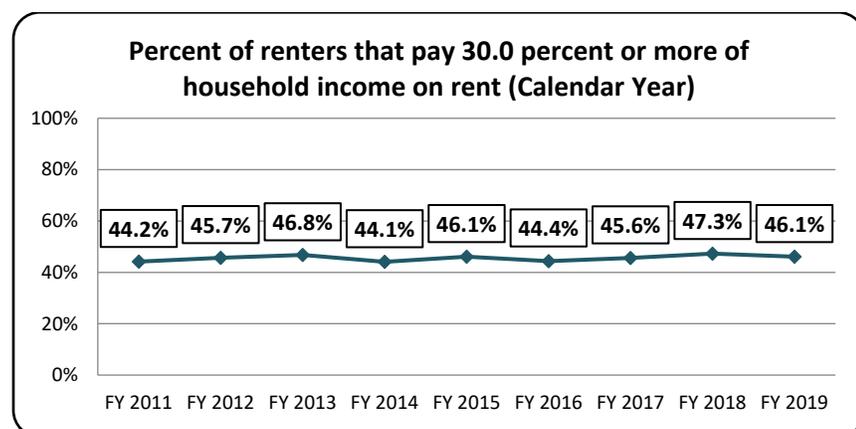
Total employment illustrates the magnitude of Fairfax County's jobs base. In FY 2019, the number of jobs increased for the fourth straight year. In June 2019, employment was 1.6 percent above the June 2018 level. While related to the number of jobs, the **unemployment rate** is also included because it shows the proportion of the County's population out of work. The County's unemployment rate was 2.3 percent in 2019, down from 2.5 percent in 2018.

The **Commercial/Industrial percent of total Real Estate Assessment Base** is a benchmark identified by the Board of Supervisors, which places priority on a diversified real estate revenue base. The target is 25 percent of the assessment base. From FY 2001 to FY 2007, the Commercial/Industrial percentage declined from 25.37 percent to 17.22 percent, in part due to vacant office space early in this period and further exacerbated by the booming housing market attributable to record low mortgage rates that resulted in double-digit residential real estate assessment increases for several consecutive years. This imbalance increased the burden on the residential component to finance government services. Starting in FY 2008, when the housing market began to slow down, the Commercial/Industrial percentage increased for three consecutive years, reaching 22.67 percent in FY 2010 as a result of declining residential values. From its peak in FY 2010, the Commercial/Industrial percentage decreased to a low of 18.67 percent in FY 2016, mainly because of a steep decline in nonresidential values in the early part of the decade, and the gradual recovery of the residential real estate market. Since then, the percentage has increased for five straight years, and the Commercial/Industrial percentage of the County's FY 2021 Real Estate Tax base is 19.72 percent, an increase of 0.06 percentage points over the FY 2020 level. Commercial/Industrial property values as a percentage of the Real Estate Tax base increased in FY 2021 as a result of new office construction and a slower increase experienced in the residential portion of the Real Estate Tax base.

Gross County Product (GCP) is an overall measure of the County's economic performance. The percentage change in the GCP indicates whether the economy is expanding or contracting. Based

on estimates from IHS Markit, Gross County Product (GCP), adjusted for inflation, increased 2.6 percent in 2019 after increasing 3.1 percent in 2018.

While it was recognized that **percent of persons living below the federal poverty line** is an imperfect measure due to the unrealistic level set by the federal government, i.e., \$25,701 for a family of four, it is a statistic that is regularly collected and presented in such a way that it can be compared to other jurisdictions, as well as tracked over time to determine improvement. In relative terms, Fairfax County's 5.9 percent poverty rate in FY 2019 is better than most, yet it still translates to over 68,000 persons living below the federal poverty level. *(Note: Census data are reported based upon the calendar year (CY) rather than the fiscal year and are typically available on a one-year delay. FY 2019 data represent CY 2018 data.)*



The next two measures, **percent of homeowners that pay 30 percent or more of household income on housing** and **percent of renters that pay 30 percent or more of household income on rent**, relate the cost of housing to income and provide an indication of the relative affordability of living in Fairfax County. That capacity has an effect on other aspects of the County's economy. For example, if housing is so expensive that businesses cannot attract employees locally, they may choose to relocate from Fairfax County, thus resulting in a loss of jobs. In FY 2019, 26.1 percent of homeowners paid 30 percent or more of their household income on housing, while a substantially greater number of renters, 46.1 percent, paid 30 percent or more of their household income on rent. *(Note: Census data are reported based upon the calendar year rather than the fiscal year and are typically available on a one-year delay. FY 2019 data represent CY 2018 data.)*

Finally, the **direct (excludes sublet space) office space vacancy rate** reflects yet another aspect of the health of the business community. The direct office vacancy rate decreased from 14.9 percent in 2018 to 13.9 percent as of year-end 2019. Including sublet space, the overall office vacancy rate as of year-end 2018 was 14.4 percent, a decrease from the 15.5 percent recorded as of year-end 2018. The amount of empty office space stood at approximately 17.1 million square feet. Industry experts anticipate vacancy rates to remain relatively stable through 2020 as tenants monitor economic conditions and the direction of the federal budget. Total office leasing activity during 2019 exceeded 9.0 million square feet, compared to 9.6 million square feet leased in 2018.

Fairfax County devotes considerable resources to attracting and maintaining businesses that will contribute to the revenue base through income and jobs, which helps to ensure a healthy local economy. It should be noted that income growth does not affect Fairfax County tax revenues directly because localities in Virginia do not tax income; however, revenues are indirectly affected because changes in income impact the County's economic health.

Practicing Environmental Stewardship

Local government, industry and residents seek ways to use all resources wisely and to protect and enhance the County's natural environment and open space. As a result, residents feel good about their quality of life and embrace environmental stewardship as a personal and shared responsibility.



Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Unhealthy Air Days as reported by Metropolitan Washington Council of Governments (Calendar Year)	8	9	10
Overall Level of Stream Quality as a weighted index of overall watershed/ stream conditions on a scale of 5 (Excellent) to 1 (Very Poor)	2.6	2.6	2.4
Percent of Tree Coverage in County ¹	54%	54%	54%
Number of homes that could be powered as a result of County alternative power initiatives ²	27,542	28,080	65,000
Municipal Solid Waste Recycled as a percentage of the waste generated within the County (Calendar Year)	49.0%	48.7%	42.0%

¹ Prior estimates of 50% tree cover in FY 2016 was revised based on an analysis of satellite imagery

² The Energy-from-Waste Facility was shut down for 5 months during FY 2017 and 6 months during FY 2018, impacting alternative energy generation

The Environmental Stewardship Vision Element demonstrates the County's continued commitment to the environment. The Board adopted an updated Environmental Vision on June 20, 2017. As articulated in the preface, the updated Environmental Vision document establishes, *"an overarching vision to attain a quality environment that provides for a high quality of life and is sustainable for future generations. These aspects of a quality of environment are essential for everyone living and working in Fairfax County. No matter what income, age, gender, ethnicity, or address, everyone has a need and a right to breathe clean air, to drink clean water and to live and work in a quality environment."*

The updated Environmental Vision is premised on two principles. First, that "conservation of our limited resources must be interwoven into all government decisions", and, second, that "the Board must be committed to providing the necessary funds and resources to protect and improve our environment for better quality of life now and for future generations."

The Vision includes sections on Land Use, Transportation, Water, Waste Management, Parks and Ecological Resources, Climate and Energy, and Environmental Stewardship. The Environmental Vision is available online at: <https://www.fairfaxcounty.gov/environment/environmental-vision>.

In support of the regional goal of attaining the federal ambient air quality standard for ozone levels, Fairfax County is committed to minimizing **unhealthy air days** as measured and defined by all criteria pollutants. Fairfax County has implemented air quality improvement strategies that include reducing County vehicle emissions through the purchase of hybrid vehicles, diesel retrofits and the use of ultra-low sulfur fuel, not allowing refueling of County vehicles except emergency vehicles on Code Red Days, encouraging County residents to use the Fairfax Connector bus on Code Red Days, teleworking, not allowing mowing of grass at County properties on Code Red Days, use of low Volatile Organic Compound (VOC) paints, promoting County building energy efficiency programs, tree canopy and planting activities, green building actions, community outreach and maintaining standards and procedures that promote healthy air. In addition, the Fairfax County Department of

Transportation has a number of initiatives supporting transit and other forms of alternative transportation in Fairfax County, including transportation demand management strategies, ridesharing incentives, and infrastructure improvements to improve pedestrian and bicycle safety and connectivity. Please see Agency 40, Department of Transportation, Fund 40000, County Transit Systems, and Fund 40010, County and Regional Transportation Projects, for additional information.

Air quality monitoring in the County is conducted by the Virginia Department of Environmental Quality (DEQ). The EPA calculates the Air Quality Index (AQI) for five major air pollutants regulated by the Clean Air Act: ground-level ozone, particulate matter, carbon monoxide, sulfur dioxide, and nitrogen dioxide. The Air Quality Index for the criteria pollutants assigns colors to levels of health concern, code orange indicating unhealthy for sensitive groups; code red – unhealthy for everyone and purple - very unhealthy. The County uses the same color indicator on unhealthy air days. Air quality, although reported as a key County indicator, should be distinguished in a regional context. The number of unhealthy air days in the Metropolitan area in calendar year 2019 was 10, up from 9 in calendar year 2018, as reported by Metropolitan Washington Council of Governments (MWCOG). The County continues to work with MWCOG and the Clean Air Partners, a volunteer, non-profit organization chartered by the MWCOG, and the Baltimore Metropolitan Council (BMC) to examine the adequacy of current air pollution control measures and practices, education and notification processes, and codes and regulations to make further progress.

Stream quality in Fairfax County may affect residents' recreational use of streams and other water bodies as well as the quality of drinking water. Monitoring the health of waterways and preparing watershed management plans provide a head start for the County in satisfying the federal and state regulatory requirements as dictated by the County's MS4 (stormwater discharge) permit and the established Total Maximum Daily Loads (TMDLs) for pollutants in several County streams. Since 2006, significant resources have been expended towards the watershed improvement program which implements water quality improvement projects such as retrofits to existing stormwater management facilities, new stormwater management facilities, low impact development (LID) practices and stream restorations. Fairfax County has taken significant steps toward meeting the goal of improving stream conditions countywide and contributing to the restoration of the Chesapeake Bay.

Since 2004, a stratified random selection procedure has been used to identify monitoring sites used for assessing and reporting the overall ecological condition of the County's streams each year. Benthic macroinvertebrates are the aquatic organisms such as crayfish, clams and mayfly nymphs that live on the stream bottom are excellent indicators of stream health. A stream quality indicator (SQI) was developed from the annual benthic macroinvertebrate monitoring data to establish overall watershed/stream conditions countywide. The SQI is an index value ranging from 5 to 1, with the following qualitative interpretations associated with the index values: 5 (Excellent), 4 (Good), 3 (Fair), 2 (Poor) to 1 (Very Poor). The SQI had fluctuated over the last eleven years between 2.0 at its low and 2.9 at its highest level as the County strives to meet the goal of a future average stream quality index value of 3 or greater (Fair to Good stream quality). Fluctuations in the SQI score are to be expected as sites are selected randomly and could result in higher numbers of better or worse sites being selected year to year. Variability in annual weather patterns (i.e. drought or snowfall) may also affect these fluctuations. In FY 2018, the SQI dropped slightly from the previous year (2.6) to 2.4.

Fairfax County's urban forest is critical to enhancing the livability and sustainability of our community. Tree canopy (**Tree Coverage**) improves air quality, water quality, stormwater management, carbon sequestration, energy conservation and human health and well-being. Management of the trees within urban forests to maximize the multitude of benefits they provide to residents is an essential step in successfully reaching the commitments and goals of the Board of Supervisor's Environmental

Vision, the One Fairfax Policy, the Tree Action Plan, the Cool Counties Climate Stabilization Initiative, and other County public health, livability and sustainability initiatives and programs. Tree coverage in the County is expressed as the percent of the County's land mass covered by the canopies of trees.

Tree cover data is not collected each year; high resolution satellite imagery studies were conducted in 2011 and 2015 and analyzed by the University of Vermont's Geospatial Laboratory. Analysis published in March of 2017 which utilized state-of-the-art urban tree canopy detection techniques estimated that the County has a tree canopy level of approximately 54 percent and estimated that the actual increase in tree canopy between 2011 and 2015 to be about 1 percent. Please note that prior conservative estimates of 50 percent tree cover for FY 2015 and FY 2016 have been revised to 54 percent tree cover based on the University of Vermont analysis. Similarly, tree cover is projected to remain at approximately 54 percent in FY 2020 and beyond. These estimates will be revised following the next data collection and analysis cycle, tentatively planned for calendar 2020.

Alternative power initiatives highlight County efforts to contribute to pollution prevention through the use of cleaner, more efficient energy sources. These initiatives are expressed through the actions of the Fairfax County Solid Waste Management Program (SWMP) by its ability to generate or harness energy from municipal solid waste (MSW). Electrical energy generated by combusting MSW in an Energy-from-Waste Facility (EfW) and combusting landfill gas captured by decomposing MSW in reciprocating internal combustion engines can be expressed as the equivalent number of homes that could be powered by energy realized from alternative sources. In FY 2019, the equivalent number of homes powered by alternatively generated electrical energy was 65,000 homes, according to Covanta Fairfax. The EfW was shutdown with no electric generation from February 2017 through December 2017 due to a catastrophic fire that occurred in February 2017. EfW operation resumed in January 2018, so FY 2017 reported electric generation represents seven months of operation and FY 2018 reported electric generation represents six months of operation. Landfill gas is also used as an alternative fuel to natural gas to generate heat for several County facilities and to operate pollution control equipment at the Noman Cole Pollution Control Plant. In FY 2019, that use was the equivalent of 450,000 therms of natural gas.

Solid waste management is a key environmental responsibility of Fairfax County. Fairfax County manages trash and **recycling** according to a solid waste hierarchy that prefers reduction, reuse and recycling over incineration or landfilling. The County's Solid Waste Management Program (SWMP) has responsibility for providing a system for municipal solid waste management as shown in the 20-Year Solid Waste Management Plan updated and approved by the Board of Supervisors in May 2015. This plan, mandated by state law and administered by the Virginia Department of Environmental Quality (DEQ), documents the County's integrated management system and provides long-range planning for waste disposal and recycling for the next 20 years. The County's solid waste program provides opportunities for both residents and businesses to properly manage waste that they generate. Residents can recycle bottles, cans, paper, cardboard, motor oil, antifreeze, and used cooking oil at the County's two solid waste management complexes. Fairfax County continues to administer and enforce requirements to recycle paper, cardboard, glass, plastic and metal food and beverage containers from all residential properties. Non-residential properties are required to have paper and cardboard recycling.

The County's recycling rate is calculated on a calendar year basis according to a procedure defined by state regulations and is due to the Virginia Department of Environmental Quality on April 30 of each calendar year. In 2019, 42 percent of municipal solid waste was recycled, a lower percentage than previous years. The decline in recycling is primarily due to reduced export markets and increased rejection of lower grade commodities. SWMP is taking steps to reduce contamination and

reduce rejections of recyclable commodities. Glass containers and jars are no longer accepted in curbside collections as of October 1, 2019. Glass is now collected for recycling at 21 sites throughout the county and crushed at the County's glass processing plant for re-use in a variety of applications. More information on changes to glass collection and recycling can be found at <https://www.fairfaxcounty.gov/news2/glass-containers-no-longer-required-in-curbside-recycling-program/>.

Creating a Culture of Engagement

Individuals enhance community life by participating in and supporting civic groups, discussion groups, public-private partnerships, and other activities that seek to understand and address community needs and opportunities. As a result, residents feel that they can make a difference and work in partnership with others to understand and address pressing public issues.



Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual
Volunteerism for Public Health and Community Improvement (Medical Reserve Corps and Volunteer Fairfax)	16,666	14,139	15,472
Volunteer hours leveraged by the Consolidated Community Funding Pool	383,738	365,279	440,902
Total Volunteer Hours Reported in the Volunteer Management System (VMS)	1,499,642	1,658,255	1,839,685
Residents completing educational programs about local government (includes Citizens Police Academy and Fairfax County Youth Leadership Program)	214	151	156
Percent of registered voters who voted in general and special elections	76.0%	56.0%	65.8%
Percent of Park Authority, Fairfax County Public Schools, and Community and Recreation Services athletic fields adopted by community groups ¹	29.2%	29.2%	13.8%

¹ In FY 2017 and in FY 2018, the share of athletic fields adopted by community groups included fields adopted by the Fairfax County Public Schools Friends of Fields and Gyms. This program was discontinued for FY 2019 and fields previously supported through this program are no longer included for FY 2019.

Volunteerism provides a measure of community engagement and is strongly evident across a wide range of volunteer activities, including Public Health and Community Improvement in the Medical Reserve Corps (MRC) and Volunteer Fairfax, volunteer programs in the Police Department, Fire and Rescue and Sheriff's Office, the Citizen Emergency Response Team (CERT) with the Office of Emergency Management, Meals on Wheels, the Volunteer Income Tax Assistance (VITA) program, support for victims of domestic and sexual violence, mentoring, tutoring and parent education classes, advocacy for residents of assisted living and nursing facilities, teaching at community centers, parks, and libraries, and efforts to protect and enhance natural resources. Fairfax County benefits greatly from citizens who are knowledgeable about and actively involved in community programs and initiatives.

Nationally, the **Medical Reserve Corps (MRC)** consists of approximately 170,000 volunteers organized into 841 individual units, whose purpose is to build strong, healthy, and prepared communities. At the local level, 741 medical and non-medical volunteers serve in the Fairfax MRC. Volunteers participate in trainings, exercises, and response activities to augment local resources that serve Fairfax residents prior to, during, and after a public health emergency, and support the daily operations of the Health Department. To be classified as an "active" MRC

volunteer, individuals must complete three mandatory trainings (total time commitment is about 10 hours) – MRC orientation, Introduction to the National Incident Management System (NIMS), and Introduction to the Incident Command System (ICS) in their first year with the program. In addition, they must participate in at least one activity in subsequent years to maintain “active” status.

During FY 2019, there were 36 training and exercise opportunities provided to Fairfax MRC volunteers for a total of 1,963 training hours. Training opportunities included Adult Mental Health Training, Introduction to American Sign Language, Communication Challenges for Individuals who are Deaf or Hard of Hearing, Point of Dispensing (POD) Training, CPR/First Aid Training, Vector Borne Illnesses Training, Safety Officer Training, REVIVE Training, and Pediatric Disaster Response and Emergency Preparedness. Volunteers served in several emergency drills and a variety of Health Department support functions. 42 volunteers dedicated 429 hours supporting Fairfax County Public Schools by conducting vision and hearing screenings at various schools across the county; 6 medical volunteers contributed 48 hours during regional deployments in support of our federal partners by staffing first aid tents for the 4th of July Celebration in DC and the Tour de Cure event organized by the American Diabetes Association; 13 volunteers provided medical and non-medical support to children during the FREE Physicals Clinic by assisting with language interpretation, greeting, flow control and physicals; 20 MRC volunteers assisted the Northern Region Tuberculosis (TB) Taskforce by visiting pre-designated businesses and community centers to distribute posters and flyers to raise awareness about the risks of TB and the services available to treat it; implementing Phase 2 of the TB Media Campaign, for a total of 104 volunteer hours, 19 MRC volunteers conducted surveys at approximately 30 pre-identified locations throughout Fairfax County including faith based organizations, ethnic markets, and libraries; the Health Department conducted a Skilled Nursing Facility (SNF) Flu Vaccination Exercise at SNFs throughout the County. 9 facilities participated, 5 of which received immunizations from Health Department staff, George Mason University (GMU) student nurses, and 6 Medical Reserve Corps (MRC) volunteers working as Mobile Dispensing Teams (MDTs). In total, 632 vaccinations were provided, and 14 medical and non-medical MRC volunteers contributed a total of 143 hours to the exercise. During FY 2019, Fairfax MRC volunteers contributed 3,797 hours for a total value of \$104,245. Current and future efforts are focused on enhancing volunteer skills and capabilities by increasing the number of volunteers that have completed the required training, providing more emergency preparedness and response-related opportunities as well as routine public health and outreach activities to engage and retain volunteers, conducting background investigations to align with state and county policies and diversifying the program to better represent the Fairfax communities. The Fairfax MRC will continue to engage volunteers with training and exercise opportunities to better prepare them to support the Fairfax County Health Department in responding to natural and man-made disasters and emergencies

Volunteer Fairfax, a private, nonprofit corporation (created in 1975) to promote volunteerism through a network of over 500 nonprofit agencies, has mobilized people and other resources to meet regional community needs. Volunteer Fairfax connects individuals, youth, seniors, families, and corporations to volunteer opportunities, honors volunteers for their hard work and accomplishments, and educates the nonprofit sector on best practices in volunteer and nonprofit management. Volunteer Fairfax continually tracks the types and degree of need in Fairfax County communities. Current areas of focus include food security, affordable housing counseling, aging in place for seniors, mental health and Diversion First, educational equity and One Fairfax.

To make volunteering easy and accessible for all who wish to serve, Volunteer Fairfax uses an easy-to-use online database that provides immediate information and referral to individuals, civic groups, and corporations. People of all ages can access between 250 and 400 active volunteer opportunities by searching by mission type and geographic location as well as requested skills. They also offer board member matching through this system.

Volunteer Fairfax is also active in disaster preparation and response. In Fairfax County's Emergency Operation Plan they are responsible for the Volunteer and Donation Management annexes coordinating spontaneous volunteers in a disaster situation. Over the past five years they have worked to make Fairfax County a more resilient community by bringing together faith communities, homeowner and civic associations, nonprofits, businesses, and the county government to create district-specific Community Resiliency Groups (CRGs). These CRGs have been trained and conducted exercises to further enhance pre-disaster preparation. Volunteer Fairfax is one of 250 local volunteer centers affiliated with the national Points of Light.

Through various programs and services, Volunteer Fairfax has referred or connected 14,731 individuals in FY 2019 which equates to 54,240 hours volunteers contributed to Fairfax County. Volunteer Fairfax recognized 182 volunteers who have given outstanding service to the County during their annual Volunteer Service Awards program.

Volunteerism not only reflects a broad-based level of engagement with diverse organizations and residents throughout Fairfax County, but also greatly benefits County residents through the receipt of expertise and assistance at minimal cost to the County. As indicated by the number of volunteer hours garnered by the **Consolidated Community Funding Pool (CCFP)**, there is a strong nucleus and core of invested volunteers who participate in vital community programs, and they make a difference in the community. Numbers fluctuate from year to year since new and revamped programs are funded every two years.

Fairfax County has a Volunteer Management System (VMS) – accessible at volunteer.fairfaxcounty.gov - that provides a single, searchable database of volunteer opportunities with County agencies. Volunteers complete a single application form for all agencies and answers a few supplemental questions depending on the opportunity to which they apply. Volunteer engagement leads to greater civic involvement and provides ways for residents from our diverse communities to engage and integrate. Research shows that volunteer engagement builds resilience, strengthens economic wellbeing, leads to better health and builds the capacity of agencies. Annual surveys of County volunteers indicate that 89% of volunteers feel more connected to their community and 95% feel they made a difference and would recommend volunteers to others.

In FY 2019, **volunteers recorded 1,839,685 hours of service** which is a value of \$50,591,331 to the county based on data captured in VMS. Both the number of volunteers registered in VMS and the total hours have risen steadily since FY 2015. Data reported in VMS includes data for several of the volunteer functions reported in this section.

In addition to its many volunteer opportunities, Fairfax County has designed several programs to educate citizens about local government. The **Citizens Police Academy (CPA)** is an educational outreach program designed to provide a unique “glimpse behind the badge” as participants learn about police department policies, procedures, and the men and women who compose an organization nationally recognized as a leader in the law enforcement community. Participants learn about the breadth of resources involved in preventing and solving crime and the daily challenges faced by Fairfax County police officers. The Fairfax County Police Department hosts four programs under the CPA concept. Academies for adults are held twice a year and are ten weeks in duration. Classes meet one night a week for 3.5 hours and are a combination of lecture, tour, and hands-on activities. The FCPD also hosts three programs for young adults each summer. Police Leaders of Tomorrow is a week-long program for young adults (18-24 years of age) of ethnic and racial diversity who are interested in law enforcement careers. The Teen Police Academy is a week-long program for high school students enrolled in criminal justice classes and provides scenario-based training. Future Women Leaders in Law Enforcement is a week-long program for high school girls who are

interested in exploring careers in law enforcement. The Fairfax County Citizens Police Academy was selected “best in the nation” in 2009 by the National Citizens Police Academy Association (NCPAA). In FY 2019, 128 residents completed a CPA course

The **Fairfax County Youth Leadership Program** is designed to educate and motivate high school students to become engaged citizens and leaders in the community. This is a very selective program with students from each of the County's 25 high schools represented. The students are chosen based on a range of criteria including student activities and awards, written essays, and recommendations. During a one-year period, the program includes a series of monthly sessions about County government, work assignments related to each session, a summer internship in a County agency and a presentation to 8th grade civics students. The goal of this initiative is to inspire young people to become citizens who will share their ideas and bring their energy to local government.

Fairfax County has a civic-minded population. Voter participation levels in Fairfax County reflect a community that is well-informed, engaged, and involved with local government to address community needs and opportunities. The percent of Fairfax County residents voting in recent elections generally exceeds state averages. **Turnout for the November 2018 General Election** for federal offices (FY 2019) was 65.8 percent; the increase in voter turnout is typical for federal offices compared to the preceding state election. The County's 65.8 percent turnout represents 404,588 citizens who voted at the polls on Election Day and 85,702 voters who cast absentee ballots.

Another aspect of an engaged community is the extent to which residents take advantage of opportunities to improve their physical surroundings and to maintain the facilities they use. Community groups have adopted 13.8 percent of athletic fields. In FY 2017 and in FY 2018, **the share of athletic fields adopted by community groups** included fields adopted by the Fairfax County Public Schools Friends of Fields and Gyms. This program was discontinued for FY 2019 and fields previously supported through this program are no longer included for FY 2019. Athletic field adoptions reduce the County's financial burden to maintain these types of public facilities and improve their quality. Analysis indicates that organizations in Fairfax County annually provide over \$4 million in support for facility maintenance and development. In addition to natural turf field maintenance, community organizations continue to develop synthetic turf fields by partnering with the County and funding the development independently. New incentives have recently been put into place to encourage groups to maintain and increase adoptions despite the current economic climate. The Department of Neighborhood and Community Services, Fairfax County Park Authority (FCPA), and Fairfax County Public Schools (FCPS) continue to work with a very involved athletic community to design and implement the FCPS diamond field maintenance plan. This plan established an enhanced level of consistent and regular field maintenance at school softball and baseball fields. This benefits both scholastic users as well as community groups that are reliant upon use of these fields to operate their sports programs throughout the year.

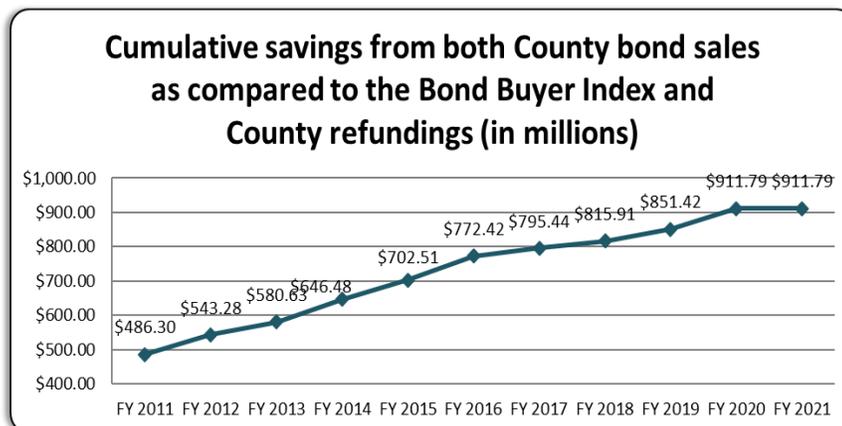
Exercising Corporate Stewardship

Fairfax County government is accessible, responsible, and accountable. As a result, actions are responsive, providing superior customer service and reflecting sound management of County resources and assets. Estimates for FY 2020 and for FY 2021 are provided for this element to allow comparison with prior years and show trends.



Key County Indicators	FY 2017 Actual	FY 2018 Actual	FY 2019 Actual	FY 2020 Estimate	FY 2021 Estimate
Average tax collection rate for Real Estate Taxes, Personal Property Taxes and Business, Professional, and Occupational License Taxes	99.58%	99.71%	99.68%	99.49%	99.46%
County direct expenditures per capita	\$1,276	\$1,292	\$1,338	\$1,619	\$1,385
Percent of household income spent on residential Real Estate Tax	5.06%	5.01%	5.03%	5.06%	5.19%
County (merit regular) positions per 1,000 citizens	10.97	10.97	10.98	11.27	11.22
Number of consecutive years receipt of highest possible bond rating from major rating agencies (Aaa/AAA/AAA)	39	40	41	42	43
Cumulative savings from both County bond sales as compared to the Bond Buyer Index and County refundings (in millions)	\$795.44	\$815.91	\$851.42	\$911.79	\$911.79
Number of consecutive years receipt of unqualified audit	36	37	38	39	40

The Corporate Stewardship Vision Element is intended to demonstrate the level of effort and success that the County has in responsibly and effectively managing the public resources allocated to it. The County is well regarded for its strong financial management as evidenced by its long history of high quality financial management and reporting (see chart above for “**number of consecutive years receipt of highest possible bond rating**” and “**unqualified audit**”). The Board of Supervisors adopted *Ten Principles of Sound Financial Management* on October 22, 1975, to ensure prudent and responsible allocation of County resources. These principles, which are reviewed, revised and updated as needed to keep County policy and practice current, have resulted in the County receiving and maintaining a Aaa bond rating from Moody's Investors Service since 1975, AAA from Standard and Poor's Corporation since 1978 and AAA from Fitch Investors Services since 1997. Maintenance of the highest rating from the major rating agencies has resulted in significant flexibility for the County in managing financial resources generating **cumulative savings from County bond sales and refundings** of \$911.79 million since 1978. This savings was achieved as a result of the strength of County credit compared to other highly rated jurisdictions on both new money bond sales and



refundings of existing debt at lower interest rates. This means that the interest costs that need to be funded by County revenues are significantly lower than they would have been if the County was not

so highly regarded in financial circles as having a thoughtful and well implemented set of fiscal policies.

Recent recognitions of sound County management include continuing annual recognition by the Government Finance Officers Association (GFOA) for excellence in financial reporting and budgeting, and receipt of the International City/County Management Association (ICMA) 2019 Certificate of Excellence for the County's use of performance data from 15 different government service areas (such as police, fire and rescue, libraries, etc.) to achieve improved planning and decision-making, training, and accountability. Only 27 jurisdictions participating in ICMA's Center for Performance Measurement earned this prestigious award in 2019.

The success in managing County resources has been accompanied by the number of **merit regular positions per 1,000 citizens** being managed very closely. Since FY 1992 the ratio has declined from 13.57 to 11.22 in FY 2021. The ratio has remained relatively stable since FY 2013 due to limited position growth while the County population, and demand for services, has also increased. The long-term trend shows a decline in the positions to citizen ratio, indicating the benefit of a number of efficiencies and approaches - success in utilizing technology, best management processes and success in identifying public-private partnerships and/or contractual provision of service.

The County consistently demonstrates success in maintaining high **average tax collection rates**, which results in equitable distribution of the burden of local government costs to fund the wide variety of County programs and services beneficial to all residents.

County direct expenditures per capita of \$1,385 in FY 2021 represent a slight decrease from FY 2020. Recent budgets have accommodated operating adjustments for new facilities, critical infrastructure requirements, population growth and workload increases with modest expenditure increases by enduring significant budget reductions in recognition of the delicate balance between providing an appropriate level of services to residents while minimizing the financial impact to taxpayers. More cost per capita data, including data showing how much Fairfax County spends in each of the program areas, is included at the beginning of each program area section in Volume 1 of the [FY 2021 Adopted Budget Plan](#). The jurisdictions selected for comparison are the Northern Virginia localities as well as those with a population of 100,000 or more elsewhere in the state (the Auditor of Public Accounts for the Commonwealth of Virginia collects this data and publishes it annually). Fairfax County's cost per capita in each of the program areas is highly competitive with others in the state.

The **percent of household income spent on residential Real Estate Tax** reflects an increase from FY 2020 primarily reflecting the change in the Real Estate Tax rate, as well as a slight increase in growth in the mean assessed value of residential properties which that outpaced the growth of "typical" household income in the County. Fairfax County continues to rely heavily on the Real Estate Tax at least in part due to the lack of tax diversification options for counties in Virginia. In FY 2021, real property taxes represent **67.4** percent of total General Fund revenues.

Ignite: Fairfax County Public Schools (FCPS) Strategic Plan

The School Board's Strategic Plan was prepared to Ignite the hearts and minds of the community to ensure that every student receives the best possible education, preparing them for their best possible futures. Each year, the School Board is updated on the four Ignite goals, which include:

Ignite Goals

- Student Success
- Caring Culture
- Premier Workforce
- Resource Stewardship

Mission

Fairfax County Public Schools, a world-class school system, inspires and empowers students to meet high academic standards, lead healthy ethical lives, and be responsible and innovative global citizens.

Vision

- Looking to the Future
- Commitment to Opportunity
- Community Support
- Achievement
- Accountability

Portrait of a Graduate

1. Communicator
2. Collaborator
3. Ethical and Global Citizen
4. Creative and Critical Thinker
5. Goal-Directed and Resilient Individual

School system performance is monitored regularly throughout the year by the School Board to assure that reasonable progress is being made toward achieving the student achievement goals and that the system is complying with the Board's operational expectations.



FCPS Overview

- In FY 2020, FCPS' total approved membership is 188,414; nation's 10th largest school district.
- 198 schools and centers.
- Full-day kindergarten at all elementary schools.
- Needs-based staffing at all schools.
- Over 92% of FCPS graduates plan to continue to post-secondary education.
- In 2019, Thomas Jefferson High School of Science and Technology was ranked by *U.S. News and World Report* as the #4 Best High School and also #4 for the best STEM school in the nation.

FCPS is Efficient

FCPS ranks 5th when compared to other local districts in average cost per pupil (FY 2020 WABE Guide).

FCPS students scored an average of 1212 on the SAT, exceeding both the state and national average for 2017-2018 school year:

FCPS	1212
VA	1110
Nation	1049