

October 5, 2021– 9:30 a.m.
Matters Presented by Board Members

Chairman (At-Large):

1-15 Request for Staff Regarding Recommendations Made by Chairman’s Task Force on Equity and Opportunity

16 Request for Letter to Governor Regarding Witness Signature on Absentee Ballots

Vice Chairman (Mason):

None Submitted.

Braddock:

None Submitted.

Dranesville:

17-19 Resolution in Support of the Park Authority’s Nomination of Observatory Park at Turner Farm to the International Dark-Sky Association

20-21 Economic Development Support Fund - Herndon Downtown Redevelopment Project

22-24 *Joint Board Matter with Chairman McKay and Supervisors Walkinshaw, Storck and Herrity - Resolution Condemning Organ Harvesting from People of Conscience in the People’s Republic of China*

25-26 *Joint Board Matter with Chairman McKay and Supervisors Gross, Alcorn, Lusk, Palchik, Smith, Storck and Walkinshaw - Funding Safer Pedestrian and Bicyclist Facilities*

Hunter Mill:

27 Renaming of Southgate Community Center

28 *Joint Board Matter with Chairman McKay - Fairfax County Park Authority Stimulus Funding*

29 Reston Community Center Preference Poll

Lee:

30-31 Request for a Possible Market Assessment of the Springfield-Franconia Submarket

32-33 *Joint Board Matter with Supervisors Alcorn and Gross –Request for Staff to Prepare Recommendations for the Purposes of Training, Attracting, and Retaining CDL Holders*

34-36 *Joint Board Matter with Supervisors Alcorn and Gross - Request to Review FCFRD Application Process*

Mount Vernon:

37-38 *Joint Board Matter with Supervisor Gross - To Proclaim October 6, 2021, Energy Efficiency Day in Fairfax County*

39 Proclamation Recognizing Pohick Episcopal Church for Hosting its 75th Annual Pohick Country Fair

40-41 Proclamation Recognizing Sherwood Regional Library on its 50th Anniversary

42 Adoption of the Auditor of the Board's November 2021 Audit Committee Work Plan for the Upcoming Quarter

Providence:

None Submitted.

Springfield:

43-44 Adoption Awareness Month

45 Caregivers Awareness Month

46-47 *Joint Board Matter with Supervisor Gross - Sewer Capacity Information Request*

Sully:

None Submitted.



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Board Matter

Chairman McKay

In 2020 we saw hundreds of thousands of individuals across the country mobilize in protest of systemic racism and injustice so that we continue to work and live up to the promises of our nation, while creating a more just and equitable society. This is work that I am proud to have led here in Fairfax County for several years before the events of 2020, as part of our One Fairfax Policy. However, it was clear that we still had work to do.

Last fall I convened the Chairman's Task Force on Equity and Opportunity made up of leaders from diverse backgrounds and professions, who represent the breadth of our community. This group was tasked with garnering a better understanding of the drivers of inequity in Fairfax County and to develop recommendations for accelerating the County's progress towards becoming One Fairfax. The Task Force completed their work earlier this year and presented 20 recommendations (attached) to the Board in February 2021.

Following this presentation, the appropriate County Departments, and staff, guided by Chief Equity Officer Karla Bruce, began the process of reviewing these recommendations to chart the path forward for the next phase of our work.

It was determined that four of these recommendations required immediate action. These recommendations (16, 18, 19, and 20), which were presented at the September 21, 2021 Budget Committee meeting, are fundamental to understanding the issues and barriers that remain while working to be intentional in not just *what* the County is doing in terms of equity but *how* we are going about this work.

Therefore, I request the Chief Equity Officer and appropriate County staff develop a plan of strategy, action, and implementation regarding the four recommendations above, as well as the broader recommendations presented by the Task Force.

Finally, as we enter the next stage to continue and progress Fairfax County, I would like to thank the Task Force for their work, recommendations, and care for our community in truly being champions of justice, equity, in pursuing One Fairfax; and ask that the Task Force members be presented with a Resolution regarding their efforts, at the December 7, 2021, Board of Supervisors meeting.

CHAIRMAN'S TASKFORCE ON EQUITY & OPPORTUNITY STRATEGIC ALIGNMENT AND ACTION MATRIX

TASK FORCE RECOMMENDATIONS	STRATEGIC PLAN PRIORITY AREA/STRATEGY	ECONOMIC RECOVERY CATEGORY/RECOMMENDATION	KEY ACTIONS TO BE TAKEN
RECOMMENDATION 1: Ensure all families with children under age 5 have access to affordable, quality early childhood programs available through the public and private sectors (centers, family childcare homes and FCPS).	<p>LEL 1. Leverage Fairfax County's full complement of social service agencies, community nonprofits, faith groups, homeowners' associations, and business leaders to promote awareness of the positive impact that early childhood education has on the child, their family and community.</p> <p>LEL 2. Create a plan and resource model to ensure access to high-quality early childhood education.</p>	<p>Support for Workers and Families: Expand access to affordable childcare to enable more parents, particularly women, to take part in the workforce</p>	<p>Task Force recommendation aligns with existing plans. Prioritize efforts based on need by geographic area and/or population.</p> <p>County Champion(s): NCS (Office for Children)</p>
RECOMMENDATION 2: Ensure all early childhood education (ECE) providers have access to professional development and skill building opportunities, in order to ensure the highest quality ECE services for every child, regardless of setting or program type.	<p>LEL 3. Ensure early childhood educators have access to effective professional learning and development informed by evidence and best practices</p>	<p>Workforce and Talent Support</p>	<p>Task Force recommendation aligns with existing plans. Broaden focus to include improving the quality of these jobs through promoting access to living wages and benefits.</p> <p>County Champion(s): NCS (Office for Children)</p>
RECOMMENDATION 3: Expand Career and Technical Education offerings through FCPS and community-based providers to be more	<p>LEL 13. Promote career and technical education and associated career paths — including apprenticeship and internship programs —</p>	<p>Workforce and Talent Support:</p>	<p>Utilize SCYPT as initial convener through current workgroup with eventual transfer of leadership to</p>

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<p>accessible and to align with projected areas of job demand.</p>	<p>across schools, postsecondary institutions, and workforce development organizations.</p> <p>LEL 14. Identify and address common barriers that prevent many residents from accessing career and technical education.</p> <p>LEL 15. Increase the supply and improve the quality of career and technical education — including apprenticeship and internship programs — by expanding comprehensive public-private coalitions across schools, postsecondary institutions, and workforce development organizations.</p> <p>EO 15. Develop and implement a roadmap that enables our most economically disadvantaged residents to build fundamental workforce competencies, including technology acumen and English proficiency, in alignment with employer requirements and through leveraging existing county and community resources.</p>	<p>Hire local workers to support pandemic recovery efforts; Strengthen job training and placement programs.</p> <p>Coordinate improvements to certification and reskilling programs; bring these opportunities to low-income communities and communities of color.</p> <p>Pilot a neighborhood job and entrepreneur center.</p>	<p>FCPS and relevant county agencies to include DFS, DEI, and NCS.</p> <p>County Champion(s): DFS, DEI</p>
<p>RECOMMENDATION 4: Engage educators, business, government, and nonprofits, and involving youth and young adults, to align their resources and initiatives to create an education-to-career system that better connects Fairfax's youth ages 16-24 who are not in school or working (opportunity youth) to in-demand careers.</p>	<p>LEL 16. Engage businesses, nonprofit service groups, faith-based organizations, and social services agencies to expand the number of English-language learning opportunities.</p> <p>EO 16. Leverage the county's position as a large employer to build a diverse, representative workforce, continually developing the skills of existing employees; increasing internships and</p>	<p>Workforce and Talent Support:</p> <p>Hire local workers to support pandemic recovery efforts; Strengthen job training and placement programs.</p> <p>Coordinate improvements to certification and reskilling programs; bring these opportunities to low-income communities and communities of color.</p>	<p>Utilize SCYPT as initial convener with eventual transfer of leadership to Fairfax Futures with their expanded focus to include Opportunity Youth.</p> <p>County Champion(s): DFS, NCS</p>

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	<p>other work-based learning opportunities for youth; and providing access to key employment supports such as affordable housing, childcare, and transportation.</p> <p>ESRFV 2. Foster a county workforce culture that emphasizes a person-centered, integrated, and comprehensive approach to meeting the needs of residents facing vulnerability.</p> <p>ESRFV 4. Use all available sources of</p> <p>ESRFV 4. Use all available sources of data to identify and understand emerging and existing vulnerabilities in order to proactively engage impacted residents, identify service gaps and efficiently allocate resources.</p>	<p>Pilot a neighborhood job and entrepreneur center.</p>	
<p>RECOMMENDATION 5: Ensure residents are aware of academic and career enrichment opportunities, early enough and in ways that encourage Blacks and Hispanics to take advantage of them.</p>	<p>LEL 13. Promote career and technical education and associated career paths — including apprenticeship and internship programs — across schools, postsecondary institutions, and workforce development organizations.</p> <p>LEL 14. Identify and address common barriers that prevent many residents from accessing career and technical education.</p>	<p>Workforce & Talent Support: Strengthen job training and placement programs.</p> <p>Coordinate improvements to certification and reskilling programs; bring these opportunities to low-income communities and communities of color.</p> <p>Pilot a neighborhood job and entrepreneur center.</p>	<p>Continue with SCYPT efforts to establish Fairfax County as a <i>My Brother's Keeper</i> community to address persistent opportunity gaps facing boys and young men of color, engaging with FCPS, and also building an intentional strategy to also support the success of girls and young women of color.</p> <p>County Champion(s): DFS, NCS, Director of Immigrant Community Affairs</p>

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<p>RECOMMENDATION 6: Create meaningful opportunities for the community to be involved in defining the role of law enforcement and other public safety personnel.</p>	<p>SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve.</p>	<p>Workforce and Talent Support: Leverage County resources to link job seekers with employment opportunities by hiring local workers to support pandemic recovery efforts.</p>	<p>Continue planned FRD Community Risk Reduction and engagement efforts and FCPD community engagement efforts (e.g., iPAC - Integrating Police and Community, realignment of advisory bodies.)</p> <p>Ensure alignment of public safety community engagement efforts with proposed Inclusive Community Engagement Framework.</p> <p>County Champions: FRD, FCPD, DPSC, OEM</p>
<p>RECOMMENDATION 7: Implement policies to enable public safety personnel to live in and come from the communities they serve.</p>	<p>SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve.</p>	<p>Support for Workers and Families</p> <p>Commitment to and Implementation of Affordable Housing Production Goals</p>	<p>Consult with Public Safety leadership to align with planned recruitment and retention efforts. Engage HCD and DPD to align with Workforce Housing and Workforce Dwelling Unit policies and plans.</p> <p>Explore the feasibility of employer-assisted homeownership and rental incentives and present findings to the BOS for consideration.</p> <p>County Champions: FRD, FCPD, HCD, DPD</p>

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<p>RECOMMENDATION 8: Implement trainings such as implicit bias, cultural competency, and community engagement in the public safety academies and annually for first responder personnel.</p>	<p>SS 2. Strengthen community relations and trust through outreach, community engagement, partnerships, and active recruiting and hiring of qualified personnel who reflect the communities they serve.</p> <p>SS 15. Develop and implement recommendations to ensure that all community members are treated fairly and equitably in the enforcement of laws and their experiences with the adult and juvenile justice systems, whether they are defendants, victims of crime, or witnesses.</p>	<p>N/A</p>	<p>Support FCPD and FRD training efforts:</p> <ul style="list-style-type: none"> • FCPD – Implicit Bias, Procedural Justice, Integrating Police and Community (iPAC) • FRD – Implicit Bias <p>County Champions: FCPD, FRD, Chief Equity Officer</p>
<p>RECOMMENDATION 9: Develop and institutionalize accountability mechanisms that monitor and evaluate occurrences of racial profiling and excessive use of force by law enforcement and other first responders.</p>	<p>SS 15. Develop and implement recommendations to ensure that all community members are treated fairly and equitably in the enforcement of laws and their experiences with the adult and juvenile justice systems, whether they are defendants, victims of crime, or witnesses.</p>	<p>N/A</p>	<p>Support FCPD efforts in response to Use of Force report including implementation of the ICAT (Integrating Communications, Assessment, and Tactics) use of force training and other legislative and reform efforts aimed at identifying and addressing disparate outcomes.</p> <p>County Champion(s): FCPD</p>
<p>RECOMMENDATION 10: Bring together executive leadership from multiple sectors to create a model for collective, holistic community healthcare delivery to include the county, hospitals, primary care, and other community health providers, Federally Qualified Health Centers, oral and behavioral health providers,</p>	<p>HE 7. Identify barriers to accessing health services for residents in need and align county and community resources to address the underlying factors contributing to underutilization, and to eliminate gaps in services.</p>	<p>N/A</p>	<p>Convene key health system leaders including the Health Department, the Community Services Board, INOVA, Kaiser, Neighborhood Health, HealthWorks and other identified stakeholders to develop a plan for</p>

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<p>public and private health insurers, employers, schools, and community and faith-based organizations.</p>	<p>HE 8. Integrate the delivery of health services (physical, mental, oral and substance use) for those in need through co-locating services and redesigning care providers’ practices and business processes.</p>		<p>leveraging federal public health dollars and efficiencies from transition from CHCN to FQHC model.</p> <p>County Champion(s): HD, CSB</p>
<p>RECOMMENDATION 11: Aggressively pursue strategies to increase the amount of affordable housing and address the affordability of housing for low-income residents (e.g., social determinants tax, zoning changes to require low-income housing, lobbying the General Assembly to pass a Medicaid waiver to authorize housing supplements, etc.) as a social determinant of health.</p>	<p>HNL 9. Encourage adoption of a countywide proffer policy to include contributions from job-generating commercial and other nonresidential developments for use in affordable housing production.</p> <p>HNL 10. Encourage the study and potential adoption of an ordinance, pursuant to state code, to enable transfer of development rights to increase affordable housing development.</p> <p>HNL 11. Update codes, regulations, policies, and procedures related to land and housing development to reduce administrative costs for affordable housing providers, keep pace with national and regional trends, and improve review quality and efficiency.</p> <p>HNL 12. Conduct regular updates to the affordable dwelling unit and workforce dwelling unit policies based on the changing market, affordability and building trends in the county, and communicate any updates or changes to the public as part of an outreach and education effort.</p>	<p>Physical and Community Planning: Strategically employ a Health in All Policies approach to community development.</p>	<p>Task Force recommendation aligns with existing plans. Ensure prioritization by geographic areas and/or populations adversely impacted by social determinants of health, following the principles of <i>Communities of Opportunity</i>.</p> <p>County Champion(s): HCD, HD</p>

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<p>RECOMMENDATION 12: Promote the use of social impact funds or other investment opportunities to attract capital investment in the built environment of BIPOC and low-income communities to improve and expand housing stock and other neighborhood amenities and require plans to avoid displacement as neighborhoods change.</p>	<p>CRO 4. Ensure land development practices integrate the needs of the community to achieve the equitable (and culturally and racially sensitive) development of cultural and recreation facilities, areas, and venues.</p> <p>CRO 5. Ensure cultural and recreational amenities are included in placemaking designs for development and/or revitalization in targeted areas.</p> <p>EO 4. Implement transparent and flexible land development policies, regulations and processes that keep pace with market conditions and technological innovations.</p> <p>EO 13. Prioritize the use of innovative and evidence-based regulatory, financial, and other incentives to transform areas where residents face numerous economic and social challenges into communities of opportunity.</p> <p>HE 13. Explore innovative financing mechanisms to bolster the flexibility, scalability and sustainability of community health and wellness initiatives.</p> <p>HNL 9. Encourage adoption of a countywide proffer policy to include contributions from job-generating commercial and other nonresidential developments for use in affordable housing production.</p>	<p>Business Recovery & Resilience Launch targeted small business recovery and resilience programs focused on delivering technical support to small businesses in the industries and communities most impacted by the pandemic.</p> <p>Roll out a dynamic “buy local” campaign for small businesses throughout the county, focused on goods Made in Fairfax and elevating minority-owned businesses.</p> <p>Regulatory Action: Continue advocating for legislation that prioritizes: i) local purchasing, and ii) procurement from minority-owned businesses.</p> <p>Physical & Community Planning: Support corridor-level recovery by establishing “boots on the ground” corridor teams to provide day to day support to businesses.</p>	<p>Leverage corporate and land use industry interest in social justice issues, including their shared interest in expanding housing opportunity and in addressing historically segregated land use patterns to identify roles, strategies, and opportunities to foster a more equitable built environment.</p> <p>Fully implement the <i>Put Faith in Housing Development</i> initiative to promote the development and/or preservation of affordable housing across Fairfax County, leveraging faith community resources and land.</p> <p>County Champion(s): DPD, LDS, HCD, NCS</p>

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	<p>HNL 16. Explore innovative and sustainable funding sources to develop a rental grant program that assists working households who may not be eligible for federal assistance.</p> <p>HNL 17. Seek ways to finance development in nontraditional ways, such as venture capital investments, partnerships with large corporate employers, and faith-based and non-profit communities.</p>		
<p>RECOMMENDATION 13: Require agency operations – systems, processes, and programs – align with the needs and priorities of clients following the principles of human centered (client centered/culturally competent) design.</p>	<p>EEG 1. Implement a human-centered design approach across county and school programs and services to improve the customer experience.</p> <p>EEG 2. Implement a comprehensive approach to consistently solicit customer feedback on their service experience and share results regarding the quality of the county’s programs and services.</p> <p>ESRFV 2. Foster a county workforce culture that emphasizes a person-centered, integrated, and comprehensive approach to meeting the needs of residents facing vulnerability</p>	<p>Create efficient and integrated client-facing access to Fairfax County and partner-provided health, housing, and human services.</p>	<p>Support the full implementation of the proposed Inclusive Community Engagement Framework to expand county capacity to center the voice of residents in the planning of services and programs and the design of systems and processes.</p> <p>Pilot the Communities of Opportunity Collective Impact Framework in the Buckman Road area of the Richmond Highway Corridor in partnership with United Community to demonstrate a model for more effectively engaging residents, particularly in traditionally marginalized communities, in addressing the challenges facing their community.</p>

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			<p>County Champion(s): Chief Equity Officer, NCS, OPA</p>
<p>RECOMMENDATION 14: Evaluate Fairfax County systems, including the proffer system and the contracting and procurement systems, to promote equitable and transparent asset, investment, and resource distribution county-wide.</p>	<p>EO 6. Enhance the county’s capacity to gather and use high-quality socioeconomic and other relevant market data, making it available and consumable for improved data-driven decision making, especially related to land development and investments in communities with the greatest need to improve economic opportunity.</p> <p>EO 13. Prioritize the use of innovative and evidence-based regulatory, financial, and other incentives to transform areas where residents face numerous economic and social challenges into communities of opportunity.</p> <p>HNL 9. Encourage adoption of a countywide proffer policy to include contributions from job-generating commercial and other nonresidential developments for use in affordable housing production.</p>	<p>Business Recovery & Resilience: Launch targeted small business recovery and resilience programs focused on delivering technical support to small businesses in the industries and communities most impacted by the pandemic.</p> <p>Regulatory Action: Continue advocating for legislation that prioritizes local purchasing and procurement from minority-owned businesses.</p>	<p>Pursue specific legislative priorities to enable more equitable and transparent distribution and investment of assets and resources county-wide.</p> <p>County Champion(s): DPD, DPMM</p>
<p>RECOMMENDATION 15: Help close the racial wealth gap by building ecosystems that facilitate locally owned investment and economic opportunities for BIPOC.</p>	<p>EO 3. Integrate evidence-based interventions in the areas of wealth building and personal financial coaching into existing county and community programs that are designed to promote economic self-sufficiency.</p> <p>EO 11. Partner with businesses, universities, research institutions and incubators to foster</p>	<p>Business Recovery & Resilience: Launch targeted small business recovery and resilience programs focused on delivering technical support to small businesses in the industries and communities most impacted by the pandemic.</p>	<p>Support county-wide and place-based efforts to promote community wealth building:</p> <ul style="list-style-type: none"> • Financial Empowerment Center • Fairfax Founders Fund • Innovation District – Lee District BOS

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<p>innovation that supports high-impact entrepreneurship, attracts capital, creates jobs, builds a relevant workforce, and stimulates economic growth.</p> <p>EO 15. Develop and implement a roadmap that enables our most economically disadvantaged residents to build fundamental workforce competencies, including technology acumen and English proficiency, in alignment with employer requirements and through leveraging existing county and community resources.</p> <p>EO 16. Leverage the county’s position as a large employer to build a diverse, representative workforce, continually developing the skills of existing employees; increasing internships and other work-based learning opportunities for youth; and providing access to key employment supports such as affordable housing, childcare, and transportation.</p> <p>LEL 13. Promote career and technical education and associated career paths — including apprenticeship and internship programs — across schools, postsecondary institutions, and workforce development organizations.</p> <p>LEL 14. Identify and address common barriers that prevent many residents from accessing career and technical education.</p>	<p>innovation that supports high-impact entrepreneurship, attracts capital, creates jobs, builds a relevant workforce, and stimulates economic growth.</p> <p>EO 15. Develop and implement a roadmap that enables our most economically disadvantaged residents to build fundamental workforce competencies, including technology acumen and English proficiency, in alignment with employer requirements and through leveraging existing county and community resources.</p> <p>EO 16. Leverage the county’s position as a large employer to build a diverse, representative workforce, continually developing the skills of existing employees; increasing internships and other work-based learning opportunities for youth; and providing access to key employment supports such as affordable housing, childcare, and transportation.</p> <p>LEL 13. Promote career and technical education and associated career paths — including apprenticeship and internship programs — across schools, postsecondary institutions, and workforce development organizations.</p> <p>LEL 14. Identify and address common barriers that prevent many residents from accessing career and technical education.</p>	<p>Roll out a dynamic “buy local” campaign for small businesses throughout the county, focused on goods Made in Fairfax and elevating minority-owned businesses.</p> <p>Regulatory Action: Continue advocating for legislation that prioritizes: i) local purchasing, and ii) procurement from minority-owned businesses.</p> <p>Workforce & Talent Support: Leverage County resources to link job seekers with employment opportunities by:</p> <ul style="list-style-type: none"> • Hiring local workers to support pandemic recovery efforts. • Strengthening job training and placement programs, focusing on individuals and communities impacted by the pandemic. <p>Coordinate improvements to certification and skills-based job training and reskilling programs and bring these opportunities to low-income communities and communities of color.</p> <p>Pilot a neighborhood job and entrepreneur center, building toward a long-term investment strategy to be deployed throughout the County.</p>	<ul style="list-style-type: none"> • Original Mount Vernon High School – Pathways to Economic Mobility • Thrive Business & Worker Recovery Programs (proposed programs/in development) <p>Implement the Economic Mobility Demonstration Project as an investment to alleviate poverty, not just serve it.</p> <p>County Champion(s): DEI, DFS, NCS, Chief Equity Officer</p>

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	<p>LEL 15. Increase the supply and improve the quality of career and technical education — including apprenticeship and internship programs — by expanding comprehensive public-private coalitions across schools, postsecondary institutions, and workforce development organizations.</p>		
<p>RECOMMENDATION 16: Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation.</p> <p>**TASK FORCE PRIORITY</p>	<p>EEG 12. Implement a workplace culture change effort to actively promote equity and inclusion, collaboration, excellence, innovation, customer service, transparency, accountability, and trustworthiness.</p>	N/A	<p>Report out on annual Department Equity Impact Plans.</p> <p>Formally incorporate equity considerations into planning and decision making through the use of Racial Equity Impact Analyses and Equity Impact Statements in Board items.</p> <p>County Champion(s): All county departments with support from the Department of Clerk Services and the Chief Equity Officer</p>
<p>RECOMMENDATION 17: Develop and operationalize policies and procedures – to include stated goals and quantitative targets – to equitably recruit, hire, mentor, and promote women and people of color, recognizing that representation is different in various systems, professions, and job classes.</p>	<p>EO 14. Develop and execute a compelling marketing strategy to support efforts by Fairfax County businesses to recruit and retain talented employees, highlighting and promoting the competitive advantages of the county and the region.</p>	<p>Workforce & Talent Support: Provide a one-stop shop for job resources including training, placement, and counseling programs offered by nonprofit and workforce development partners and County resources offered to workers in this area such as information on any ongoing grant programs and/or local jobs corps programs.</p>	<p>Establish a position in HR with a focus on this area for the county government.</p> <p>Collaborate with FCPS to support the recruitment, retention, and promotion of people of color as teachers and administrators.</p>

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	<p>EEG 7. Improve the county’s competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce.</p> <p>EEG 12. Implement a workplace culture change effort to actively promote equity and inclusion, collaboration, excellence, innovation, customer service, transparency, accountability, and trustworthiness.</p> <p>LEL 11. Support recruitment and hiring pathways that are designed to bring instructor and teacher demographics more closely in alignment with student demographics.</p>	<p>Gather and streamline information about current job training, certification, continuing education, and reskilling programs.</p> <p>Align employer needs with existing programs to identify clear pathways for job seekers into new industries and occupations and identify gaps.</p> <p>Create a local jobs corps for emerging sectors like clean energy. Recruit from targeted areas or populations in county.</p> <p>Continue efforts to employ displaced workers - collaborate with private-sector partners to match candidates with long term opportunities.</p> <p>Work with private developers to secure commitments for local hiring.</p> <p>Business Recovery & Resilience: Roll out a campaign to communicate existing and new opportunities directly to low-income communities and communities of color, and assist interested job seekers in accessing these programs (online or through bringing programming to neighborhoods in these communities).</p>	<p>County Champion(s): All county departments with support from HR</p>
<p>RECOMMENDATION 18: Establish a Community Advisory Board, with representation by BIPOC and low-income individuals, to monitor the degree to which each county agency has</p>	<p>EEG 6. Review and improve the structure, operations and impact of county boards, authorities, and commissions to better reflect</p>	<p>N/A</p>	<p>Establish the One Fairfax Community Roundtable to support the county, under the leadership of the Chief Equity Officer, in the</p>

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<p>prioritized the needs of BIPOC and lower income communities.</p> <p>**TASK FORCE PRIORITY</p>	<p>current needs and demographics of the community.</p>		<p>development and implementation of the One Fairfax Strategic Framework and monitoring progress toward established equity goals.</p> <p>County Champion(s): Members of the Board of Supervisors, Chief Equity Officer</p>
<p>RECOMMENDATION 19: Demonstrate intentionality in ensuring diverse representation and inclusiveness in power and decision-making opportunities.</p> <p>**TASK FORCE PRIORITY</p>	<p>EEG 4. Proactively create opportunities for collaboration and engagement that enable a wide range of views and voices to be heard that represent the diversity of all communities and provides residents physical and technological access to engage and participate in community discussions and decisions.</p> <p>EEG 6. Review and improve the structure, operations and impact of county boards, authorities, and commissions to better reflect residents of Fairfax County, especially Black, indigenous, people of color and those with lower wealth.</p>	<p>N/A</p>	<p>Fully implement the proposed Inclusive Community Engagement Framework and resource key elements – language access, virtual public participation platforms, training, etc.</p> <p>Engage Leadership Fairfax and other community groups for support in expanding and diversifying the pool of candidates for consideration for appointment to boards, authorities, and commissions and other Board-appointed roles to ensure more equitable representation.</p> <p>Request each member of the Board of Supervisors conduct a demographic analysis of their appointments to Boards, Authorities, and Commissions and</p>

TASK FORCE RECOMMENDATIONS	STRATEGIC PLAN PRIORITY AREA/STRATEGY	ECONOMIC RECOVERY CATEGORY/RECOMMENDATION	KEY ACTIONS TO BE TAKEN
			<p>other Board-appointed positions as a baseline and actively promote their appointment of BIPOC and other marginalized groups.</p> <p>County Champion(s): Members of the Board of Supervisors, Chief Equity Officer</p>
<p>RECOMMENDATION 20: Ensure our local leaders, public and private, have the knowledge and capacity to understand the drivers of racial inequity and their contribution to structural racism, and use their power to build more equitable communities.</p> <p>**TASK FORCE PRIORITY</p>	<p>EEG 6. Review and improve the structure, operations and impact of county boards, authorities, and commissions to better reflect current needs and demographics of the community</p>	<p>N/A</p>	<p>Provide opportunities for the Board of Supervisors to expand their knowledge of the drivers of structural racism and the roles and responsibilities of local government in addressing it.</p> <p>Expand staff equity training efforts to include executive leadership.</p> <p>Explore opportunities for the county to support the training and capacity building of the community with support from key stakeholders such as the faith community and Leadership Fairfax, etc.</p> <p>County Champion(s): Chief Equity Officer, HR (OD&T)</p>



JEFFREY C. MCKAY
CHAIRMAN

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BOARD OF SUPERVISORS
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Board Matter

October 5, 2021

During the 2020 election cycle, Virginia made historic strides to expand voting access while protecting the health and safety of our residents as well as the integrity of our electoral process.

One key initiative was Virginia Attorney General Mark Herring's consent decree, re-affirmed by federal courts, that waived the requirement for witness signatures on absentee ballots for voters who feel unsafe having a witness present while filling out their ballot. This was codified by the General Assembly in the 2021 session, when they passed a bill that waives the witness requirement for absentee ballots during a declared state of emergency.

As this Board knows, the Virginia State of Emergency expired at the end of June 2021. With this expiration, the witness requirement resumed per existing election law. However, while we were cautiously optimistic at the start of the summer, it has become clear that the COVID-19 pandemic remains as a significant public health threat. It should be noted that although Virginia's State of Emergency expired, Fairfax County's own State of Emergency remains in effect.

I have heard concerns from our community members about requiring a witness signature during an ongoing health crisis. Therefore, I move that the Board of Supervisors send a letter to Governor Northam sharing these concerns and requesting action be taken to provide our voters the ability to submit absentee ballots without a witness signature at this time. Our residents have been diligent in heeding advice from public health officials and making informed, careful decisions to limit the spread of COVID-19. No one should have their ballot rejected because they were unwilling to risk their health and safety.

Further, the General Assembly's bill also directed the Virginia Department of Elections to convene a work group to consider alternatives to the witness signature outside of declared emergencies. I move that this matter be referred to our Legislative Committee for further discussion.



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JOHN W. FOUST
DRANESVILLE DISTRICT SUPERVISOR

BOARD MATTER
Supervisor John Foust
October 5, 2021

Resolution in Support of the Park Authority’s Nomination of Observatory Park at Turner Farm to the International Dark-Sky Association

BACKGROUND: Mr. Chairman, the award-winning International Dark Sky Places (IDSP) Program was founded in 2001 to encourage communities, parks, and protected areas around the world to preserve and protect dark sites through responsible lighting policies and public education. The IDSP Program offers five types of designations, one of which is Urban Night Sky Places.

An Urban Night Sky Place is a municipal park, open space, observing site, or other similar property near or surrounded by large urban environs whose planning and design actively promote an authentic nighttime experience.

The International Dark-Sky Association designates IDSPs following a rigorous application process requiring applicants to demonstrate robust community support for dark-sky protection and meet requirements, such as documenting efforts to educate the public on proper outdoor lighting that ensures public safety while minimizing potential harm to the nighttime natural environment.

The Park Authority is nominating Observatory Park at Turner Farm in Great Falls to be designated as an Urban Night Sky Place. Observatory Park features an Orientation Room used for educational programs, and an Observation Room with three telescopes and a retractable roof. The non-profit Analemma Society, in cooperation with the Park Authority, offers programs and night-time viewing of stars and constellations that in many areas of the County are washed out by ambient light. Light pollution education is included in Analemma’s presentations and outdoor public events.

Reducing light pollution has been part of the County’s environmental goals for many years. As part of the Board’s approval of the 2020 Work Program, I added an item to establish lighting provisions to protect dark skies around astronomical facilities. Presently, staff is working on a Zoning Ordinance Amendment for dark skies. Supporting the Park Authority’s nomination demonstrates the County’s ongoing commitment to maintaining natural nighttime light.

The Great Falls Citizens Association and the Analemma Society have submitted letters of support for the Park Authority's nomination.

MOTION, Mr. Chairman, I move that the Board of Supervisors adopt the attached resolution in support of the Park Authority's nomination of Observatory Park at Turner Farm to be designated by the International Dark Sky Association as an Urban Night Sky Place.

Fairfax County Board of Supervisors Resolution

At a regular meeting of the Board of Supervisors of Fairfax County, Virginia, held in the Board Auditorium in the Fairfax County Government Center of Fairfax, Virginia, on Tuesday, October 5, 2021, at which meeting a quorum was present and voting, the following resolution, was adopted.

RESOLUTION

WHEREAS, The Fairfax County Park Authority is seeking to have Observatory Park at Turner Farm Park designated an International Dark-Sky Association (IDA) Urban Night Sky Place to help educate the citizens of Fairfax County about the hazards of light pollution and the benefits, beauty and joys of dark skies; and

WHEREAS, The County and Park Authority support citizens' health and the American Medical Association call to control light pollution and conduct research on the potential risks of exposure to light at night; and

WHEREAS, Dark skies are important to plants and wildlife that depend on Earth's daily cycle of light and dark to govern life-sustaining behaviors such as reproduction, nourishment, sleep and protection from predators, and inefficient use of lighting at night wastes energy, which has huge economic and environmental consequences; and

WHEREAS, An IDA Urban Night Sky Place may be municipal park, open space, observing site, or other similar property near or surrounded by large urban environs whose planning and design actively promote an authentic nighttime experience amid significant artificial light, and

WHEREAS, Dark Skies are already supported in the Board of Supervisors' 2017 Fairfax County Environmental Vision and an Outdoor Lighting Ordinance which seeks to reduce nighttime glare through the use of full cut-off lighting fixtures, and lessons about the ordinance can best be taught and experienced in a dark-sky environment such as Observatory Park at Turner Farm Park; and

WHEREAS, IDA designates International Dark Sky Places following a rigorous application process requiring applicants to demonstrate robust community support for dark sky protection and document designation-specific program requirements; and

NOW, THEREFORE, BE IT RESOLVED that the Fairfax County Board of Supervisors supports the effort to designate Observatory Park at Turner Farm Park an **International Dark-Sky Association Urban Night Sky Place** to benefit of the residents, wildlife, plants, and environment of Fairfax County.

Adopted this 5th day of October 2021, Fairfax, Virginia

ATTEST _____

Jill G. Cooper
Clerk for the Board of Supervisors



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JOHN W. FOUST
DRANESVILLE DISTRICT SUPERVISOR

Board Matter
Supervisor John Foust
October 5, 2021

**Economic Development Support Fund -
Herndon Downtown Redevelopment Project**

Background: Mr. Chairman, the Town of Herndon has aggressively pursued economic development through revitalization of its historic downtown area, with a focus on arts and art venues. To further these efforts, the Town created the Herndon Arts District which will provide tax incentives and regulatory flexibility for properties located in the district.

The most significant project in this effort has been the Herndon Downtown Redevelopment Project. This public-private partnership project began in 2016 to transform Town owned property in the heart of downtown into a vibrant mixed-use development providing new retail spaces, residential apartments, a public parking structure, and a new vibrant Arts Center.

The redevelopment will anchor an arts and entertainment hub in downtown Herndon that will generate additional investment and revenue for surrounding businesses. In addition, land that was publicly owned will be returned to the tax rolls, providing significant financial benefits to the County and, to a lesser extent, to the Town.

In 2018, the Board of Supervisors approved the Town of Herndon’s request for \$1,200,000 from the Economic Opportunity Reserve for use towards capital construction costs as part of the Herndon Downtown Redevelopment Project. Due primarily to delayed project commencement, no funds have been spent from that allocation to date.

The project continues to move through implementation and all key milestones have now been met, including all necessary regulatory approvals and the sale of the property by the Town to their development partner.

Not surprisingly, the COVID-19 pandemic has had major impacts on the construction and delivery of this project. There have been substantial increases in material costs and workforce restrictions which have led to project cost increases. The Town of Herndon has approved additional investments totaling \$5 million to help ensure the project completion. That increased contribution brings the Town's total project contribution to \$17,850,000. The Town has requested a similar increase of \$5 million in project funding support from Fairfax County.

Motion: Therefore, Mr. Chairman, I move that the Board of Supervisors:

- Direct the County Executive to prepare an Initial Project Evaluation to review the Herndon Downtown project under the guidelines adopted for the Economic Opportunity Reserve. The review should evaluate an additional \$5 million contribution to this capital project and the impacts such an investment would make in furthering the County's goals in areas of strategic importance.
- Direct the County Executive that no additional investment from the Economic Opportunity Reserve be made to the Herndon Downtown project unless and until the Board has approved the use of the funds for that purpose.



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JOHN W. FOUST
DRANESVILLE DISTRICT SUPERVISOR

Joint Board Matter
Chairman McKay and Supervisors Foust, Walkinshaw, Storck,
and Herrity

October 5, 2021

Resolution Condemning Organ Harvesting from People
of Conscience in the People's Republic of China

BACKGROUND: On June 13, 2016, the United States House of Representatives unanimously passed House Resolution 343, condemning the practice of state-sanctioned forced organ harvesting in the People's Republic of China from prisoners of conscience, primarily practitioners of the Chinese spiritual practice of Falun Gong, but also of other religious and ethnic minority groups.

In December 2018, the Independent Tribunal into Forced Organ Harvesting of Prisoners of Conscience in China, chaired by the eminent British barrister and professor, Sir Geoffrey Nice who was the prosecutor of Slobodan Milosevic at the Hague, issued an interim judgment that stated: "The Tribunal's members are all certain-unanimously, and sure beyond reasonable doubt-that in China forced organ harvesting from prisoners of conscience has been practiced for a substantial period of time involving a very substantial number of victims."

In June 2021, a group of United Nations independent experts expressed their concerns about allegations of organ harvesting carried out on minority groups detained in China, including Falun Gong practitioners, as well as Uyghurs, Tibetans, Muslims, and Christians.

The Government of the People's Republic of China and the Communist Party of China have repeatedly denied reports that many organs are taken without the consent of prisoners, but they prevent independent verification of the transplant system.

On July 16, 2019, the Board of Supervisors unanimously adopted a Board Matter that was consistent with the findings and conclusions of House Resolution 363 and that expressed the Board's deep concerns about these egregious violations of the fundamental right to life. Recently, our Board has been asked by local practitioners of Falun Gong to adopt a resolution that further supports their efforts to educate and inform county residents about allegations of forced organ harvesting in the People's Republic of China.

Motion: Therefore, Mr. Chairman, we move that the Board of Supervisors adopt the attached resolution to condemn the harvesting of organs from prisoners of conscience in China and to direct staff to conduct efforts to inform the medical community and residents of Fairfax County regarding concerns about travel to China for organ transplants.

Fairfax County, Virginia
Board of Supervisors

RESOLUTION

**TO RAISE AWARENESS REGARDING CONCERNS ABOUT
TRAVELING TO CHINA FOR ORGAN TRANSPLANTS.**

WHEREAS, the practice of Falun Gong became immensely popular in China in the late 1990s, with multiple estimates placing the number of practitioners at upwards of seventy million (70,000,000); and

WHEREAS, Falun Dafa was introduced in Fairfax County in 1996, with many volunteer-run practice sites both in the County and across the Commonwealth, teaching Virginians easy-to-learn, enjoyable exercises free of charge; and

WHEREAS, in June 2016, the United States House of Representatives unanimously passed House Resolution 343, condemning the systemic, state-sanctioned organ harvesting from practitioners of Falun Gong and other prisoners of conscience; and

WHEREAS, there has been little media coverage of these issues; and

WHEREAS, Fairfax County residents should be fully informed of the possible source of an organ before they make the decision to engage in organ transplant tourism in China, and the Fairfax County Board of Supervisors desires to assist in raising that awareness.

NOW THEREFORE, BE IT RESOLVED that the Fairfax County Board of Supervisors condemns the Chinese Communist regime's persecution of Falun Gong, harvesting of organs from prisoners of conscience in China, and use of prisoners of conscience for slave labor; and

BE IT FURTHER RESOLVED that County staff is directed to make efforts to inform the residents and medical community servicing Fairfax County about the risks of traveling to China for organ transplants to help prevent local citizens from becoming unwitting accomplices in state-sponsored forced organ harvesting from prisoners of conscience; and

BE IT FURTHER RESOLVED that a copy of this resolution be provided to the Governor of Virginia, Virginia's General Assembly, members of Virginia's congressional delegation and two US Senators, and the Virginia Department of Health.

Adopted this 5th day of October 2021, Fairfax, Virginia

ATTEST _____

Jill G. Cooper
Clerk for the Board of Supervisors



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JOHN W. FOUST
DRANESVILLE DISTRICT SUPERVISOR

Joint Board Matter **Chairman McKay and Supervisors Foust, Gross, Alcorn, Lusk,** **Palchik, Smith, Storck and Walkinshaw** **October 5, 2021**

Funding Safer Pedestrian and Bicyclist Facilities

Background: Mr. Chairman, recently, one of my constituents inquired about the possibility of constructing a sidewalk improvement project to provide safer pedestrian access to an elementary school. The response from county staff was that “We currently do not anticipate funding will be available for new projects until FY 2026 or later.” Our offices have been getting similar responses when we identify the need for a pedestrian or bike project. Obviously, it is not acceptable to be in a funding position where that is the message that is delivered.

On January 28, 2020, this Board adopted a Board Matter sponsored by Supervisors Alcorn and Lusk that, *inter alia*, emphasized the importance of making our county much safer for pedestrians and bicyclists. Their Board Matter made the case that, despite significant past commitments, many important access and safety projects remained unbuilt due to lack of funding and that some of our most vulnerable residents have borne the brunt of unsafe or limited pedestrian access. They also emphasized the importance of implementing the new tools and technologies that will be identified in the ActiveFairfax Transportation Plan, but they made it clear that focusing on solving pedestrian and bicycle safety problems should not wait until final completion of that planning process.

Our Board has repeatedly acted to expand safe bicycle and pedestrian access for our residents. We have provided leadership through adoption of the Countywide Trails Plan (last updated in 2018) and the Countywide Bicycle Master Plan (adopted in 2014). The ActiveFairfax Transportation Plan will consolidate and update the Countywide Trails Plan and the Countywide Bicycle Master Plan. Staff has been working on preparation of the ActiveFairfax Transportation Plan over the past few years and recently advised that Phase One would soon be completed but that completion of Phase Two of the planning process could take another couple of years.

The County consistently emphasizes the importance of providing safe access for pedestrians and bikes, especially near schools, parks, activity centers, transit station areas, and in revitalization zones. Our Board has demonstrated that we are aware of the benefits of providing safe access for pedestrians and bikers and we have clearly expressed our commitment to making that happen. While we cannot finish the job overnight, the purpose of this Board Matter is to take action to expedite those efforts and arrange for a “down payment” towards meeting our active transportation needs.

Mr. Chairman, I have spoken to other Supervisors about the difficult and costly challenges each of us faces as we work with residents to make our communities safer and more accessible for

pedestrians and bicyclists. Over the years, there has not been sufficient funding available to address the universe of challenges we all face. Even when we thought we could fund our most pressing needs as part of the Transportation Priorities Plan (TPP), decisions made in Richmond forced us to revise those plans and defer tens of millions of dollars of critically needed transportation projects. The TPP projects that were deferred were among projects that the Board had designated as our highest priorities. Many other much needed projects were not even included on the TPP project list because we never expected to have enough funding to cover them.

Mr. Chairman, the County has done an excellent job of addressing challenges brought on by the COVID crisis. From supporting small businesses and their employees to making additional funding available for affordable housing, and from delivering vaccinations and contact tracing to meeting demands for basic human needs such as food, rent and utilities.

During the COVID crisis, pedestrian and bike activity seemed to increase everywhere it could be accommodated. However, the increased interest also highlighted the inadequacies of our infrastructure. Due to the excellent fiscal management by the County Executive and his staff, and due to significant support from several federal sources, we believe we are uniquely situated to begin to make one-time investments in pedestrian and bike infrastructure that will have long term, meaningful impacts on accessibility and safety in our community. It is important that we take this opportunity to begin to address a universally recognized need that is a priority of this Board.

Motion: Therefore, Mr. Chairman, we move that the Board of Supervisors direct the County Executive to do the following:

- For consideration by the Board at the Board's next Transportation Committee meeting:
 - Compile a list of previously identified and currently unfunded pedestrian and bike projects that would contribute to pedestrian and bike access and/or safety and that can be commenced as soon as funding is identified;
 - Recommend criteria for immediate evaluation of projects to be funded with additional funding in fiscal year 2022; and,
 - Identify additional potential funding options for allocation to these pedestrian and bike projects during fiscal year 2022;
- For consideration by the Board at the Board's next Transportation Committee meeting, if feasible, or at the following Transportation Committee meeting:
 - Compile a list of previously identified and other potential projects that would improve access and safety for pedestrian and bike projects that are currently unfunded and could be commenced over the longer-term (fiscal years 2023 through 2027);
 - Recommend criteria for evaluation and selection of projects from that list; and,
 - Identify longer term (fiscal years 2023 through 2027) additional funding options for pedestrian and bike projects that satisfy the criteria discussed herein.

We further move that the goal for new funding over the approximately six-year period through fiscal 2027 shall be at least \$100 million, and shall be in addition to any funding that was previously allocated to transportation projects.



County of Fairfax, Virginia

To protect and enrich the quality of life for the people, neighborhoods and diverse communities of Fairfax County

Board Matter
Hunter Mill District Supervisor Walter L. Alcorn
Oct. 5, 2021

Renaming of Southgate Community Center

Background:

On May 4, 2021, I introduced a Board Matter requesting that Neighborhood and Community Services (NCS) take the lead in reaching out to the community to rename the Southgate Community Center in honor of former Hunter Mill District Supervisor Catherine M. Hudgins. I am pleased to announce that NCS has completed its work on this task. The new name of the center is Cathy Hudgins Community Center at Southgate.

All are invited to attend a name change ceremony that will be held on Saturday, Oct. 16 at 2 p.m. at the center located at 12125 Pinecrest Road in Reston.

Motion:

Mr. Chairman, I move that the Board recognize Cathy Hudgins Community Center at Southgate as the new name for Southgate Community Center.

Walter L. Alcorn, Supervisor

Hunter Mill District
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County of Fairfax, Virginia

To protect and enrich the quality of life for the people, neighborhoods and diverse communities of Fairfax County

Joint Board Matter
Chairman Jeffrey C. McKay
Hunter Mill District Supervisor Walter L. Alcorn
Oct. 5, 2021
Fairfax County Park Authority Stimulus Funding

Background:

Mr. Chairman, throughout the pandemic the amenities of our Fairfax County Park System, including gardens, golf courses, basketball courts, trails and more have provided a much-needed respite and opportunity to enjoy the outdoors for many of our residents. However, the increase in use has taken a toll on these amenities resulting in a substantial increase in maintenance costs. In addition, the Park Authority was impacted by revenue losses from the closure of classes and camps during the height of the pandemic.

The Park Authority has applied to the County for \$7,522,122 in stimulus funds in the first round of requests. While the Park Authority has cited more than \$35 million in revenue loss, Park Authority staff realize that it will not be possible to recoup the entire revenue loss, so they are focusing on areas that have an immediate operational impact. Those areas include the following:

- \$5,000,000 – Reinvest in operational expenditures of the RECenters to enable all facilities to replace consumable items beyond their useful life and address maintenance needs; and
- \$2,522,122 – Invest in deferred maintenance and operating expenses in parks, trails, and non-revenue facilities in disproportionately impacted areas of the County.

This funding will be used to address significant deferred maintenance projects throughout the park system, affecting all districts in Fairfax County. Examples of these projects include the replacement of the HVAC system at the Mount Vernon Ice Arena and the restoration and maintenance of the South Lakes Drive trails. The proposed stimulus funding projects combine both the need to restore lost revenue and to address deferred maintenance throughout the Park Authority's system. By ensuring that we are addressing needs throughout the system, we will be reaching households that have been disproportionately impacted by the pandemic and the resulting economic downturn.

This request is mostly consistent with the \$7 million in ARPA Stimulus funding planned in the [September 2021 Stimulus Funding Update, page 5](#) to be directed to the Park Authority.

Motion:

Mr. Chairman, I move that the Board support the initial staff recommendation to utilize ARPA funds to support the Fairfax County Park Authority and specifically direct the County Executive to allocate \$7.5 million for the purposes just described.

Walter L. Alcorn, Supervisor
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County of Fairfax, Virginia

To protect and enrich the quality of life for the people, neighborhoods and diverse communities of Fairfax County

Board Matter
Hunter Mill District Supervisor Walter L. Alcorn
Oct. 5, 2021

Reston Community Center Preference Poll

Background:

The Reston Community Center has completed the annual preference poll election for its Board of Governors. The following individuals were elected to serve three-year terms on the Reston Community Center Board of Governors:

Bill Bouie

Lisa Ehrhardt

Dick Stillson

All three candidates have actively served the community for several years.

Motion:

Chairman, I move that the Board of Supervisors appoint Bill Bouie, Lisa Ehrhardt and Dick Stillson to serve on the Reston Community Center's Board of Governors in time to be seated at the next Board of Governor's meeting on Nov. 1, 2021.

Walter L. Alcorn, Supervisor

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Rodney L. Lusk
LEE DISTRICT SUPERVISOR

Board Matter

October 5th, 2021

Mr. Chairman—as you and I know from our time working together on its development, the current Springfield Comprehensive Plan is in need of significant revision. The long-term vision laid out at the adoption of the plan reflects projections in our office and retail markets that have likely been out of reach for sometime now, a fact that has only been exacerbated by the current pandemic.

Fortunately, the Fairfax County Economic Development Authority (FCEDA) has a demonstrated capacity to commission and deliver high quality market assessments which provide valuable insights into the demographics, commercial and residential markets, current and planned development, as well as forecasted market demands in specific target areas within our county.

The recent Richmond Highway Market Assessment is an excellent example of one such investment. The increased quality of life for the residents of Route One, as well as the increased revenues to the County that will result from the data collected in that study are certain to generate a significant return on our investment into the market assessment.

Given the demonstrated need in the Springfield-Franconia submarket, and the EDA's track record of success with soliciting and delivering high quality market assessments, I move:

- That the County Executive liaise with the FCEDA to prepare a draft request for proposal, cost estimate and other relevant materials necessary for the Board to take up take up a consideration item for a possible market assessment of the Springfield-Franconia submarket in our upcoming carryover discussions.



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Rodney L. Lusk
LEE DISTRICT SUPERVISOR

Board Matter

October 5th, 2021

Mr. Chairman – As we are all aware, the County is currently facing an extreme labor shortage within the Solid Waste Division of the Department of Public Works and Environmental Services.

This labor shortage is particularly pronounced amongst our county truck drivers. Public Works is currently short by approximately 25% of the drivers needed to resume regular solid waste collection in the County. The shortage is further compounded by workers who are out sick or on various other types of leave, magnifying the issue even further.

The backlog created by this shortage has meant delays as long as three weeks for pickup in some neighborhoods. The accumulation of solid waste, particularly yard debris, is creating hazards that negatively impact our environment, attract rodents, and potentially create dangerous obstacles for drivers, cyclists, and pedestrians.

There is no single solution to addressing this labor shortage that is impacting not just our County, but the entire region. However, there may be systemic and strategic changes that the County could adopt in order to help train,

attract and retain those with commercial driver's licenses (CDL) to our Public Works Department.

Currently, private companies in equally as desperate need for CDL holders are offering signing bonuses between \$3,000 and \$10,000 for new employees. While I wouldn't preclude the possibility of the County considering signing bonuses as a tool for filling vacancies, I believe that a compressive review of other strategies and incentives that the County could utilize to accelerate the hiring of CDL holders could help in both alleviating the current strain on our solid waste collection operation, and in preventing such labor shortages in the future.

With that in mind, Supervisor Alcorn, Supervisor Gross and I move:

- That the County Executive direct the appropriate staff to prepare a series of recommendations for the Board to consider for the purposes of training, attracting, and retaining CDL holders.

While I will defer to staff on the best approach for researching and ultimately presenting recommendations to the Board, I am hopeful that their review will include options for financial incentives, no-cost or prorated options for obtaining CDLs, and strategies for integrating with workforce development efforts within the county that are already underway or will be launching shortly, such as the new workforce development center in Lee District.

Thank you.



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Rodney L. Lusk
LEE DISTRICT SUPERVISOR

Board Matter

October 5th, 2021

Mr. Chairman – The current pandemic has put unprecedented strain on our public safety personnel.

It has also greatly magnified many of the staffing challenges that were persistent in our public safety system even before Covid-19. I look forward to continuing the conversations that this Board has already initiated aimed at addressing many of those challenges, however its also critical that we look for smart fixes that can be made on a more immediate timeline.

Supervisor Alcorn, Supervisor Gross and I believe that we have identified once such opportunity within our Fire and Rescue Department (FCFRD). For every entry-level firefighter/EMT position advertised by the County we receive approximately 4,000 applications. Following the transmission of those applications, applicants then move through a structured screening process that includes the review of a personal profile, background check, fitness evaluation, medical screening, written exam and polygraph.

Each of these screening and evaluation measures are critical to ensuring that FCFRD remains the premiere fire and rescue department in the nation.

However, Supervisor Alcorn, Supervisor Gross and I were surprised to learn

that of the 4,000 applicants that begin this process, approximately 75% drop out of the process on the very first step—the personal profile.

Unlike in surrounding jurisdictions, as well as in most comparable jurisdictions across the country, firefighter/EMT applicants Fairfax County are required to collect and mail in physical copies of their employment, education and personal reference documents.

This antiquated process is likely responsible for a substantive portion of the early attrition in the hiring process, largely based on a combination of inconvenience and that simple fact that an applicant can advance through the process in a neighboring jurisdiction much more quickly simply by being able to submit their application materials digitally.

Therefore Mr. Chairman, Supervisor Alcorn, Supervisor Gross and I move: That the County Executive direct the appropriate staff to undertake a review of the information technology support, resources, and timeline necessary to convert any applicable portion of the FCFRD application process over to a digital portal;

- That staff specifically designate any best practices or adjustments that could potentially be coordinated and streamlined with parallel hiring process across other public safety departments;
- And that staff report back on their findings to either the Public Safety Committee of the Information Technology Committee before the end of 2021 with interim-update or implementation recommendations.

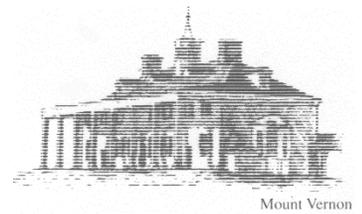
I'll note that these motions have been made following consultation with the Director of Human Resources, Director of Information Technology, Fire Chief, and County Executive—and are supported by each.

Thank you.



Dan Storck

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To Proclaim October 6, 2021, Energy Efficiency Day in Fairfax County

Supervisor Dan Storck, Joint with Supervisor Penny Gross October 5, 2021

Each year, Energy Efficiency Day presents an opportunity to focus on the many benefits of taking action to save energy. Many energy and climate experts use the phrase “efficiency first” when talking about ways to make a real difference, and for good reason. Energy efficiency is fundamental to our clean energy future and is critically important to the reduction of greenhouse gases as well.

By taking action to become more energy efficient, we can address one of the two biggest sources of greenhouse gases in Fairfax County – energy use in buildings. The community has established a goal of achieving carbon neutrality by 2050, which is ambitious, but achievable if everyone does their part.

Efficiency measures are often inexpensive, quick, and easy to implement. Everyone can embrace energy efficiency. What’s more, becoming more energy efficient can reduce utility costs for residents and businesses. When we use energy wisely, we can cut back on our overall consumption and lower our monthly bills. In fact, reducing energy waste saves U.S. consumers billions of dollars on their utility bills every year, up to \$500 per household from appliance efficiency standards alone.

Energy efficiency is also an economic driver, with millions of Americans employed in the industry. By supporting efficiency measures with clean energy policies and programs, we can help to sustain those jobs and create new opportunities for employment right here in Fairfax County.

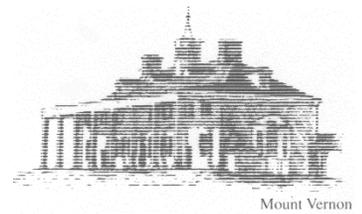
With the recent completion of the Community-wide Energy and Climate Action Plan, we now have a roadmap to help us achieve our greenhouse gas reduction goals. Existing County programs like Energy Action Fairfax and HomeWise stand ready to help residents make meaningful, lasting, efficiency improvements to their homes. In fact, the HomeWise program held their inaugural demonstration event in my District just this past weekend and handed out hundreds of LED lightbulbs, weatherstrips, socket sealers, and more to County residents, completely free of charge.

A nationwide network of energy efficiency groups and partners has designated the first Wednesday in October as the sixth national annual Energy Efficiency Day. Together the residents of Fairfax County can take steps to learn more about energy efficiency and to use energy wisely each and every day.

Therefore, Mr. Chairman, we ask, with unanimous consent, that a proclamation be prepared with my, Chairman McKay and Supervisor Gross' signatures designating October 6, 2021, as Energy Efficiency Day in Fairfax County. We also ask that the Office of Environmental and Energy Coordination register the County as a participant in Energy Efficiency Day 2021 on the official website <https://energyefficiencyday.org/>, where information can be found to publicize energy efficiency tips and information in recognition of this day.



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**Proclamation Recognizing Pohick Episcopal Church for Hosting its
75th Annual Pohick Country Fair**

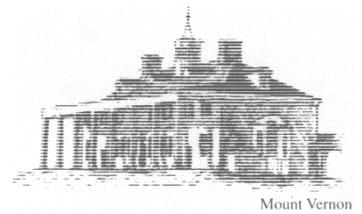
Supervisor Dan Storck
October 5, 2021

Historic Pohick Church, established in 1732 and home parish to vestrymen such as George Washington, George Mason and George William Fairfax, is hosting its 75th Annual Pohick Country Fair. The Fair is an annual day of fun, historic reenactments, games, food, music, and famous handmade apple butter that parishioners and clergy of the church have held since 1944 for the enjoyment of the local community and Fairfax County. This festival is an established community event and draws hundreds of visitors from inside and outside the County.

Therefore, Mr. Chairman, without objection I ask that a proclamation be signed by the Chairman and myself to be presented at a future date to Pohick Episcopal Church, recognizing them for their 75th Annual Pohick Country Fair.



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Proclamation Recognizing Sherwood Regional Library on its 50th Anniversary

Supervisor Dan Storck
October 5, 2021

The Fairfax County Board of Supervisors purchased the property that the Sherwood Regional Library occupies in 1964. In September 1971 at the Library dedication ceremony, it was added as the 13th public library in the Fairfax County Public Library system. The original library was 20,000 square feet and by 1989 it was so busy that the County voters supported adding an additional 16,400 square feet to the building. The new and improved Sherwood Library was unveiled in June, 1992.

The library has been a stable anchor in the community for 50 years. Library programming, technology and services have evolved with the changing demographics and needs of the community. They have been a leader in technology innovation, collaboration with neighborhood groups, other libraries, County agencies, Richmond Highway service organizations, all in service to the Mount Vernon community and citizens of Fairfax County. Sherwood Regional is the home of the wildly popular local McCutcheon/Mount Vernon Farmers' Market on Wednesday mornings from April into December and our active seniors know it as the home of Mount Vernon at Home, a membership organization that supports aging in place.

The Mount Vernon community will be celebrating this milestone on Saturday, October 16, from 11 a.m. to 3 p.m. at the Sherwood Regional Library. The Friends of Sherwood Library are sponsoring outdoor entertainment including a children's performer, Groovy Nate, the Mount Vernon High School Varsity Singers, and a mariachi band, Mariachi Aguila DC. Inside the library there will be a scavenger hunt, children's craft and papermaking activities, a historical display commemorating 50 years of library service and the opportunity to check out the STEM-inspired Tech Lab.

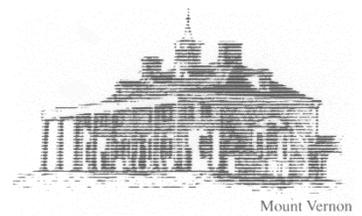
Little known fact, while my predecessor, Gerry Hyland was not the Mount Vernon Supervisor in 1971, he was the Supervisor in 1992 and was one of 200 volunteers who helped unload 15 truckloads of books - about 3,000 boxes with 100,000 volumes - from storage into the remodeled Sherwood Library and helped place them on the shelves.

Therefore, Mr. Chairman, without objection I ask that a proclamation be signed by the Chairman and myself to be presented at on October 16 to the Sherwood Regional Library for 50 years of service to our community.



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Adoption of the Auditor of the Board's November 2021 Audit Committee Work Plan for the Upcoming Quarter

Supervisor Dan Storck October 5, 2021

The Board of Supervisors has received the Auditor of the Board's Proposed Audit Committee Work Plan for November 2021. The Work Plan includes the following study area.

Fairfax County Police Department (FCPD) Seized & Inventoried Property Review & Follow-Up:

The original study was originally performed in September 2017, and several recommendations were made, implementation dates were extended and have since passed. The physical and fiscal controls over seized and inventoried property are under the purview of FCPD. At the time of the previous study, FCPD staff provided an estimate of **~130,000** items stored at the main property room; actual dollar value of the items could not be determined. The inventoried items included a sundry list of seized properties, including cars, contraband, and money. This study will focus on the following areas (*but not limited to*):

- Custody, Valuation, and Disposal
- Sales/Auctions and Revenue Recognition
- Vendor Contracting (Covanta) for FCPD and Other Agencies
- Follow up and New Reporting on Seized Property

Therefore, Mr. Chairman, I move that the Board of Supervisors adopt the Auditor of the Board's November 2021 Audit Committee Work Plan for the upcoming quarter.



County of Fairfax, Virginia

Supervisor Pat Herrity
Board Matter
October 5, 2021
Adoption Awareness Month

Background: November is National Adoption Awareness Month where we recognize the need and value of adoption in our community. Across the United States more than 122,000 children are legally free for adoption and over 700 foster children in the Commonwealth of Virginia are waiting for adoptive families. Youth leaving foster care without being adopted or without permanent connections face on-going challenges with employment, education, and mental health, as well as have an increased risk of homelessness and human trafficking.

During Adoption Awareness Month, we celebrate all the families who have opened their homes to children through adoption. There were 23 children and youth adopted from foster care last year in Fairfax County and there are still children and youth waiting to join an adoptive family and find their permanent connection. There are currently five children in foster care in Fairfax County waiting to find their adoptive families. Every child in Fairfax County, regardless of physical, medical or emotional challenges needs love, support, security, and a place to call home. The Department of Family Services is committed to supporting children in foster care waiting for adoption and supporting adoptive families through education, services, and support.

As an adoptive parent I understand how rewarding and, as with all children, challenging the experience can be. I encourage all residents to consider adoption as a way to give our many foster children “forever” homes.

Motion: Therefore Mr. Chairman, I move that we declare November 2021 Adoption Awareness Month in Fairfax County and encourage all residents to support our children in any way they are able – whether by opening their hearts and homes through adoption, becoming foster parents, or by supporting adoptive and foster parents in our community - and have staff prepare a proclamation recognizing Adoption Awareness Month to be presented before the Board on November 9th.

SUPERVISOR PAT HERRITY
SPRINGFIELD DISTRICT
FAIRFAX COUNTY BOARD OF SUPERVISORS

6140 Rolling Road
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2021 ADOPTION AWARENESS MONTH

WHEREAS, November is National Adoption Awareness Month and across the nation more than 122,000 children are legally free for adoption and over 700 foster children in the Commonwealth of Virginia are waiting for adoptive families; and

WHEREAS, youth leaving foster care without being adopted or without permanent connections face on-going challenges with employment, education, and mental health, as well as have an increased risk of homelessness and human trafficking; and

WHEREAS, every child in Fairfax County, regardless of physical, medical, or emotional challenges needs love, support, security, and a permanent place to call home; and

WHEREAS, during Adoption Awareness Month, we celebrate all the families who have opened their homes to children through adoption, including the 23 children and youth adopted from foster care last year in Fairfax County; and

WHEREAS, we also recognize those children and youth still waiting to join an adoptive family; there are currently five children in foster care in Fairfax County waiting to find their adoptive families; and

WHEREAS, the Department of Family Services is committed to supporting children in foster care waiting for adoption and supporting adoptive families through education, services, and resources; NOW THEREFORE

BE IT RESOLVED, that the Fairfax County Board of Supervisors on behalf of all the residents of Fairfax County, does hereby proclaim the month of November 2021 as

ADOPTION AWARENESS MONTH

in Fairfax County and urge all residents to support our children in any way they are able – whether by opening their hearts and homes through adoption, becoming foster parents, or by supporting adoptive and foster parents in our community.

**SUPERVISOR PAT HERRITY
SPRINGFIELD DISTRICT
FAIRFAX COUNTY BOARD OF SUPERVISORS**

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County of Fairfax, Virginia

**Supervisor Pat Herrity
Board Matter
October 5, 2021
Caregivers Awareness Month**

Background: November is National Family Caregivers Month. Many of our older adults have faced usually difficult times over the last two years because of the pandemic, adding to the care they regularly need. It is important to recognize and honor the dedicated contributions of family caregivers and encourage support and gratitude for all the care they provide. With the older adult population growing in Fairfax County and Virginia as a whole, caregivers are essential for our community and make up one in five persons in Virginia. Family caregivers selflessly care for older adults and adults with disabilities by providing physical and emotional support, as well as financial and medical assistance.

In addition, family caregivers prevent early institutionalization of loved ones, promote aging in place, and provide compassionate care without being paid. The monetary value of family caregiving is over \$11.7 billion in Virginia alone. Given the complexity of the roles and responsibilities of family caregiving, caregivers are at increased risk for adverse effects on their physical, mental, and emotional well-being.

Fairfax County provides support to family caregivers including caregiver webinars, caregiver telephone support calls, caregiver consultations, care management, in-home respite and bathing services, text and email alerts, and an Aging, Disability and Caregiver Resource line. With exacerbated needs and challenges for both older adults and caregivers during the pandemic, these resources are increasingly important.

Motion: Therefore, Mr. Chairman, as Chairman of the Older Adults Committee I ask without objection that the Board designate November 2021 as Caregivers Awareness Month to honor the service and sacrifice of our many dedicated caregivers and have staff prepare a proclamation recognizing Caregivers Awareness Month to be presented before the Board on November 9th.

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County of Fairfax, Virginia

**Joint Board Matter
Supervisor Pat Herrity
Supervisor Penny Gross
Sewer Capacity Information Request
October 5, 2021**

Background: Earlier this year, Buckley Development, LLC filed an application (PCA/CDPA/FDPA 2000-SU-012) to modify the zoning approvals for the Buckley’s Reserve community located at the intersection of the Fairfax County Parkway and Route 29/Lee Highway in Fairfax. Buckley’s Reserve is zoned PDH-4 and was developed in the mid-1990s with 247 single family detached and attached dwelling units. The pending application proposes to remove two single family homes and replace them with six new single-family homes, a net increase of four houses.

During its review of the zoning application, Staff recently determined that the theoretical capacity of the sanitary sewer lines serving Buckley’s Reserve had been exceeded as a result of development elsewhere in the service area that occurred after the community was built. Among the developments constructed after Buckley’s Reserve and served by this sanitary sewer line are the McConnell Public Safety and Transportation Operations Center and 283 homes. As I understand it, Staff has informed the applicant that no additional development can occur until the sanitary lines for the entire service area are upgraded to add capacity.

Setting aside the details of this particular application, I find it concerning that the sanitary sewer system serving 530 homes and a 225,000 square foot public safety facility is stretched so thin that it cannot even handle the addition of four new houses. If this situation exists at this location, where most of the development occurred in the last 25 years, I wonder whether the same or similar issues exist in other parts of the County, particularly those areas built 50 or 60 years ago. As we have seen in Pimmit Hills, Springfield, Alexandria, McLean and Falls Church, three-bedroom, two-bathroom homes built in the 1950s or ‘60s routinely are being torn down and replaced with 5-6 bedroom homes having four or more bathrooms. Infill developments and redevelopments occur throughout the County and rely, in many cases, on sewer lines built decades before. Although the County expends capital funds each year to upgrade existing sewer lines, I would hope that we do so before demand exceeds capacity on any given line. As this applicant has discovered, however, that may not be the case.

I understand that proposed developments in Tysons and the Dulles Corridor have exceeded the theoretical capacity of sewer lines there, and staff has adopted a strategy to have developers fund the expansion of sewer lines. These are typically large projects that can spread the cost of the sewer expansion across multiple buildings or developments. What I am less clear about is what policies and plans are in place in other parts of the County where development and redevelopment is more incremental and at a scale that makes it hard for any single project to fund needed upgrades.

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County of Fairfax, Virginia

Motion: Accordingly, Mr. Chairman, I move that the Board of Supervisors direct staff to prepare a report to the Board summarizing (i) how the County monitors the sanitary sewer network to determine when individual service areas or line segments have reached or will reach their theoretical or actual capacity limits, (ii) how many such service areas or line segments already are at or above their theoretical or actual capacity limits and their locations in the County, (iii) how the County prioritizes upgrades to existing sewer lines that have reached or exceeded their capacity limits, (iv) the status of upgrades the County is making or intends to make using capital funds, and (v) the policy it is currently using for developer expanded sewer lines.

**SUPERVISOR PAT HERRITY
SPRINGFIELD DISTRICT
FAIRFAX COUNTY BOARD OF SUPERVISORS**

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