

**FAIRFAX COUNTY PLANNING COMMISSION
HOUSING COMMITTEE
THURSDAY, MARCH 12, 2026**

PRESENT: Chris Landgraf, Franconia District, Chair
Candice Bennett, Commissioner At-Large, Vice Chair
Alis Wang, Mason District
Walter C. Clarke, Mount Vernon District
Phillip A. Niedzielski-Eichner, Commissioner At-Large
Timothy J. Sargeant, Commissioner At-Large
Jeremy Hancock, Providence District (Alternate)

ABSENT: James Thomas, Springfield District
Evelyn S. Spain, Sully District

OTHERS: Alyssa Batchelor-Causey, Dranesville District
John A. Carter, Hunter Mill District
Mary Cortina, Braddock District
Jennifer Miller, Deputy County Executive
Mark Buenavista, Capital Planning and Development,
Department of Housing and Community Development (DHCD)
Meghan Van Dam, Community Development Assistant Director, DHCD
Kelly Atkinson, Division Director, Planning Division,
Department of Planning and Development
Benjamin Aiken, Deputy Director, Department of Code Compliance
Samantha Lawrence, Deputy Clerk, Planning Commission,
Department of Clerk Services

ATTACHMENTS:

A. HOUSING TASK FORCE – DRAFT ACTION PLAN AND ROADMAP -
PRESENTATION

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Chair Landgraf called the meeting to order at 7:30 p.m. in Conference Room 11 of the Fairfax County Government Center, 12000 Government Center Parkway, Fairfax, Virginia 22035.

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Chair Landgraf requested that Committee members and staff introduced themselves to the audience.

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MINUTES APPROVAL

Commissioner Sargeant MOVED APPROVAL OF THE MINUTES FOR THE HOUSING COMMITTEE MEETING HELD ON NOVEMBER 13, 2025.

Commissioner Bennett seconded the motion, which was carried by a vote of 6-0. Commissioners Thomas and Spain were absent from the meeting.

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Chair Landgraf recognized Jennifer Miller, Deputy County Executive, for a presentation on the Housing Task Force, Draft Action Plan and Road Map.

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Jennifer Miller, Deputy County Executive, gave an introduction to the Housing Task Force, Draft Action Plan and Road Map. A copy of the staff's joint presentation is located in the date file.

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Benjamin Aiken, Deputy Director, Department of Code Compliance, gave an overview of the Housing Task Force, Draft Action Plan and Road Map.

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Ms. Miller transitioned to the second segment of staff's presentation.

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Ms. Miller paused the presentation for questions.

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There was a discussion between Ms. Miller; Mr. Aiken; Kelly Atkinson, Division Director, Planning Division, Department of Planning and Development; Meghan Van Dam, Assistant Division Director, Department of Housing and Community Development (DHCD); and multiple Committee members regarding the following:

- A discussion on whether staff considered the long-term impact of insurance, property taxes, and utility costs on housing affordability for homeownership. Staff noted that a housing cost burden ratio of 35% had been used to determine affordable purchase price thresholds;
- Staff noted that updated data related to the supply and demand of larger affordable dwelling units had been identified, and that the Department of Taxation published a report by dollar amount, unit type, bedroom type, and reviewed the broader market conditions to identify gaps;
- Clarification that stakeholders within the real estate and affordable housing sectors, as well as subject matter expertise in housing policy and development, would be included in the broader affordable housing discussions;

- Staff noted that an event was scheduled for March 19, 2026, and that approximately 200 invitations were distributed to community members that were engaged in housing initiatives;
- Staff further noted that the event had been primarily developer-focused, with emphasis placed on housing production, construction, and development costs;
- A discussion on the need to balance the community's understanding of affordable housing, which included educating residents on affordability metrics, land use planning considerations, and alignment with the County's housing production goals, particularly when multiple developments were delivered concurrently;
- Staff noted that increasing residential density had presented challenges for existing residents, and was a key topic of ongoing policy discussions;
- Staff indicated that individuals between the ages of 30–40 represented the largest out-migration cohort, leaving the County to purchase their first homes due to affordability constraints;
- Clarification that updated data showed a jobs-to-household ratio of 2.3, an increase from 2.13, and staff acknowledged that multiple factors contributing to housing affordability challenges continued to drive broader community impacts;
- Clarification that approximately half of the County's population had incomes at or below 100% of the Area Median Income (AMI), based on a four-person household;
- Staff disclosed they compiled data comparing residential development costs in the County to those in neighboring jurisdictions;
- Staff noted that development processes varied across jurisdictions, certain phases of residential development were more or less efficient depending on regulatory frameworks, and provided information on associated cost drivers;
- Staff stated that the development community had emphasized the importance of time value in the development process, extended timelines had increased carrying costs, capital expenses, and introduced uncertainty due to lack of predictability;
- Clarification that the County's permitting and entitlement process, in comparison to peer jurisdictions was a factor of concern, which included consideration of staffing capacity. A special exception process, from start through final approval was referenced as an example;
- Staff emphasized the goal of increasing transparency in the development review process, to enable the development community to better estimate holding costs, and improve financial feasibility for projects;
- A discussion regarding challenges associated with higher-density development, concerns that condominium units priced at approximately \$500,000 were not supported by current market conditions;

- Staff noted that land values within the County remained high and multiple cost factors including interest rates, construction costs, and labor expenses impacted overall development feasibility;
- Staff further noted that strategies were being explored to address land valuation challenges, including potential incentives, and innovative approaches to mitigate costs;
- Staff stated that the Comprehensive Plan had designated activity centers for higher-density, high-intensity development, including by-right entitlements for multifamily housing, noted concerns that some applicants had sought to permit properties for townhome development in transit-oriented areas, and these trends were being monitored;
- Staff noted that feedback from the development community suggested that economic conditions had shifted in recent years, while County expectations for development contributions, and project outcomes remained unchanged;
- A discussion on the demand for additional housing, including the need to balance housing production with other County priorities;
- Staff emphasized the importance of identifying flexible, feasibility-driven approaches to support project delivery, while maintaining economic feasibility, particularly in various market conditions; and
- Staff noted that outreach was conducted with Fairfax County Public Schools to explore land use partnerships and innovative strategies for utilizing school owned property to support workforce and affordable housing development, with the goal of reducing overall housing costs.

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Ms. Atkinson and Ms. Miller transitioned to the final segment of staff's presentation;

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There was a discussion between Ms. Miller and multiple Committee members regarding the following:

- A brief comment on staff's presentation on next steps, estimated timeline, and deliverables;
- Staff agreed to reconvene with the Committee after May 12, 2026, to provide a follow-up on the Board's directive on housing initiatives to increase production and sustain the County's economic advantage;
- A suggestion to incorporate root cause analysis into housing policy discussions to better identify challenges, with reference to the Five Whys problem solving methodology;
- A suggestion to streamline regulatory processes and reduce administrative barriers to accelerate housing delivery;
- A concern that excessive oversight and micromanagement of developers delayed project timelines, and that greater flexibility should be provided to facilitate more efficient project execution; and

- A recommendation that the County evaluate rent-to-own housing strategies in response to demographic trends, noting that an aging population and a lack of younger, first-time homebuyers could impact future housing market absorption and long-term homeownership sustainability.

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Chair Landgraf thanked staff and adjourned the meeting.

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The meeting was adjourned at 8:28 p.m.
Chris Landgraf, Chair

An audio recording of this meeting is available in the Planning Commission Office,
12000 Government Center Parkway, Suite 552, Fairfax, Virginia 22035.

Minutes by: Samantha Lawrence
Approved: June 11, 2026

Nicole Blackwell, Clerk
Fairfax County Planning Commission

County of Fairfax
Commonwealth of Virginia

The foregoing instrument was acknowledged before me this 18 day of June 2026, by Nicole Blackwell.

Signature of Notary

Notary Seal



Notary registration number: 7114113

Commission expiration: January 31, 2028



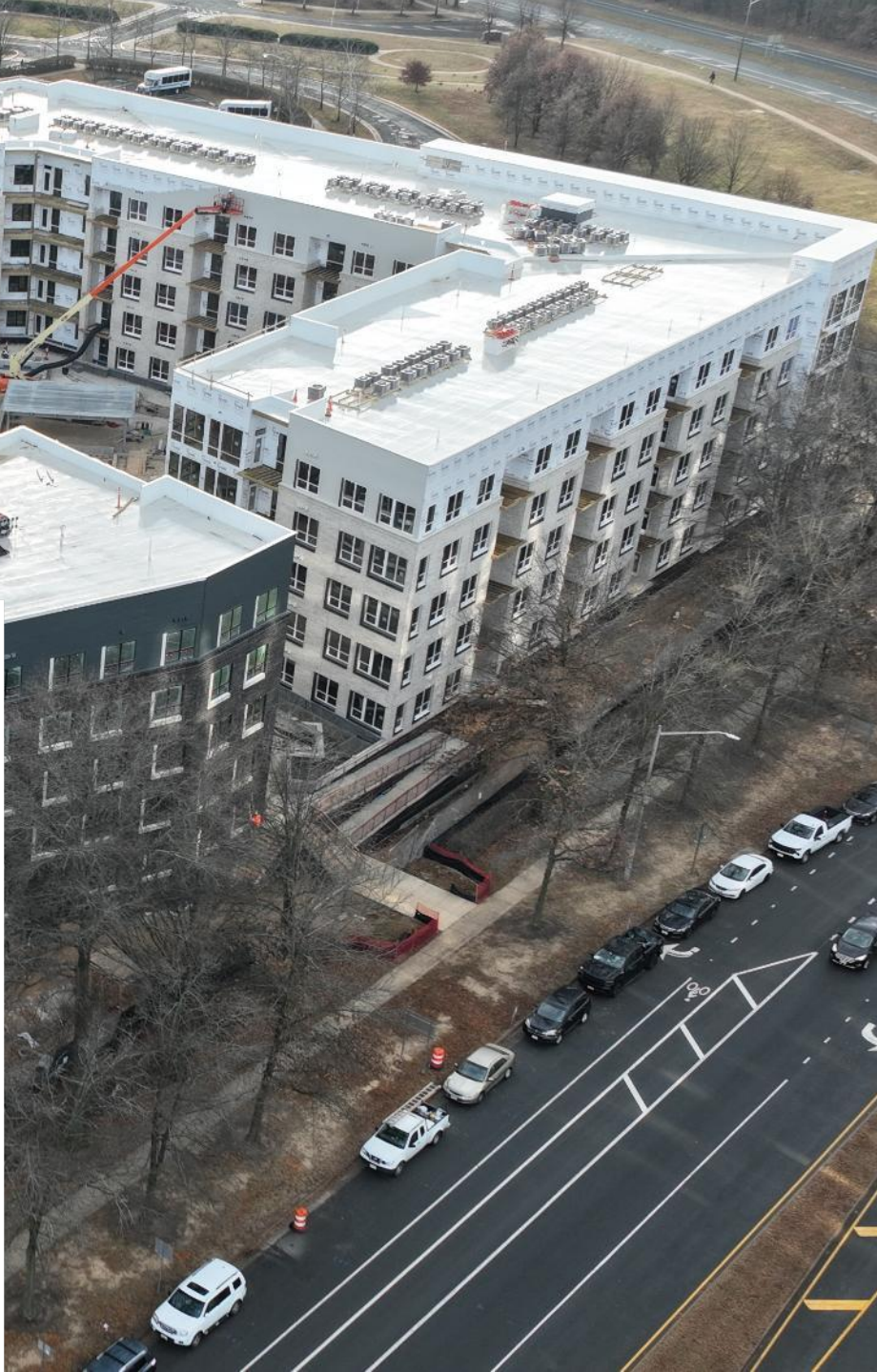
Attachment A

FAIRFAX COUNTY

HOUSING TASK FORCE

DRAFT Action Plan and Roadmap

March 12, 2026



Problem Statement

Fairfax County faces a critical gap between community need and housing supply, requiring coordinated action to reduce the shortage, attract and retain workers, and sustain our community's economic health and competitiveness.

Vision

Residents across all income levels and life stages have housing options in Fairfax County.

Core Mandate

Develop a comprehensive, multi-departmental roadmap to increase housing production, streamline development processes, and expand housing opportunities across the housing continuum by Spring 2026.

Timeline





Themes and Supporting Data

JOB DEMAND EXCEEDS HOME PRODUCTION

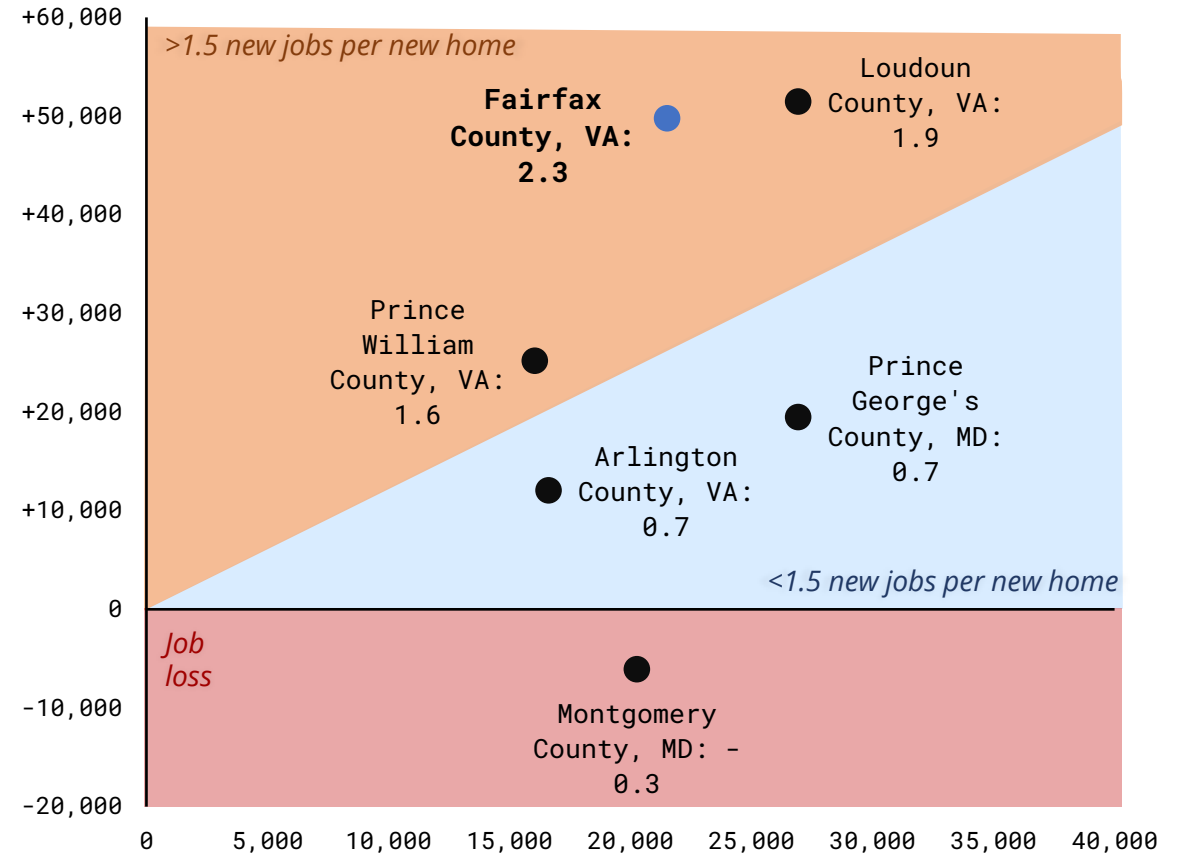
New housing supply lags job and population growth. Jobs-to-home ratio of 2.3 meaning fewer employees able to live where they work.

Rental supply grew just 5% between 2013 and 2023, roughly half the regional pace. Most new rentals in buildings with 50+ units, having increased 63% since 2010 (15,000 units).

New homeownership supply favors smaller, multifamily options. Townhome and condo are higher share of new units.

Future housing needs will far outpace current production trends. By 2035 we're projected to add 62,000 workers and between 45,000 and 184,000 new residents. A healthy market demands 41,000 – 95,000 new units.

Net Jobs per New Home Permitted, 2015-2025



Sources: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), June 2025 net of June 2015, and U.S. Department of Housing and Urban Development (HUD), State of the Cities Data Systems (SOCDS), Building Permits Survey (BPS), new housing unit permits from July 2015 through June 2025.

Note: BPS data accounts for all housing permits.



Themes and Supporting Data

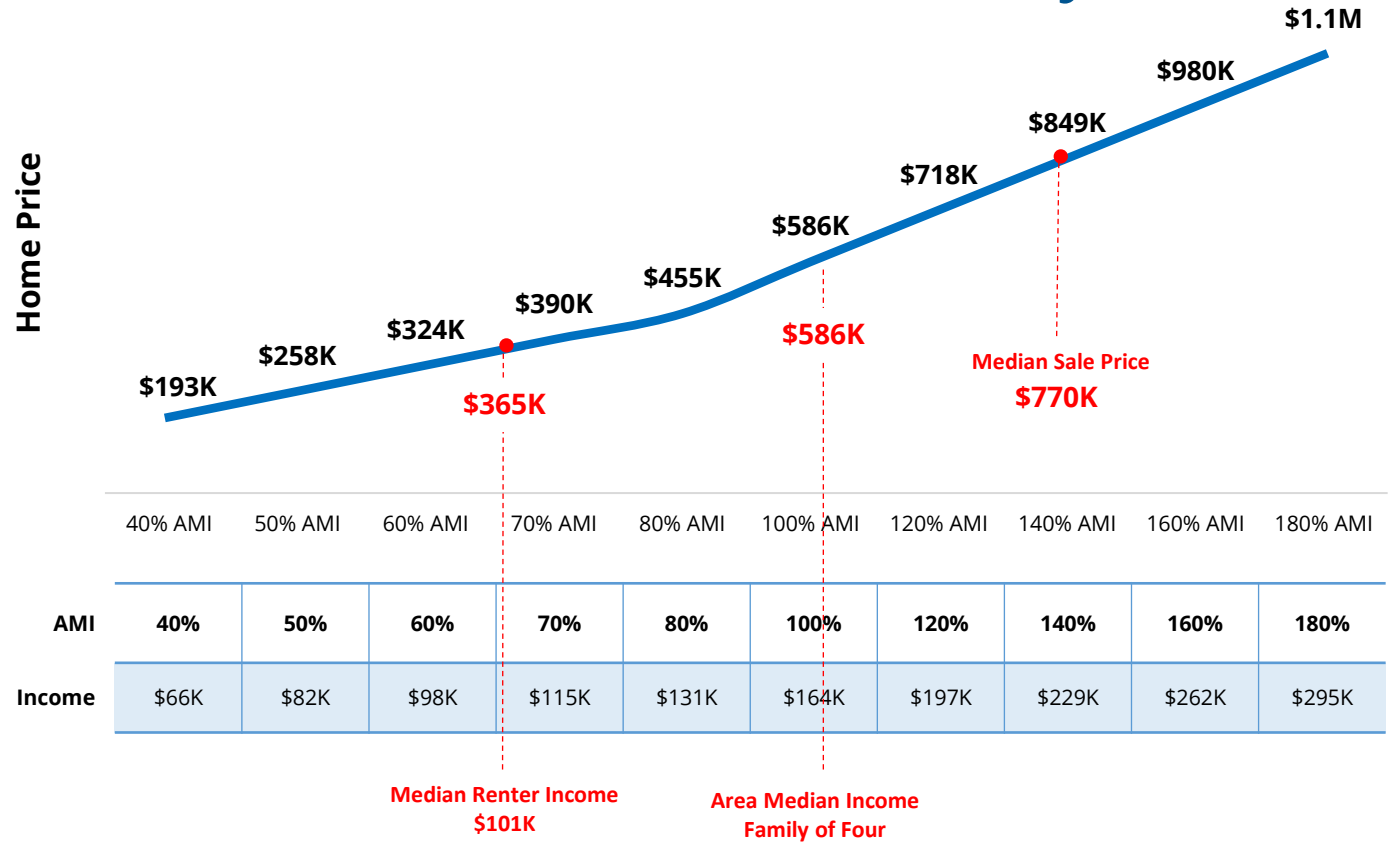
RISING HOME PRICES CONSTRAINED PURCHASING POWER

In 2024, the median home sales price in Fairfax County was \$770,000. A family of four would need a household income of at least \$230K to afford the median home.

By contrast, the median income of a family of four who rents is \$101K. This household could only afford a home priced \$365K.

Of all sales in Fairfax County since 2022, the median renter household of four can only afford to purchase less than 20% of all homes sold.

What is the maximum home price a 4-person household can afford in Fairfax County?



Source: Fairfax County WDU Program Income Limits, HR&A Calculation
 Maximum affordable home price rounded to nearest hundredth. Price assumes 10% downpayment, 1.12% property tax rate, and 30-year fixed mortgage at 6.35%. Assumes \$108/month in homeowners' insurance and with a \$400/month condo/HOA fee based on comparable homes listed on Zillow as of September 2025. Home burden ratio of 35% in alignment with Affordable Dwelling Unit program terms.



Themes and Supporting Data

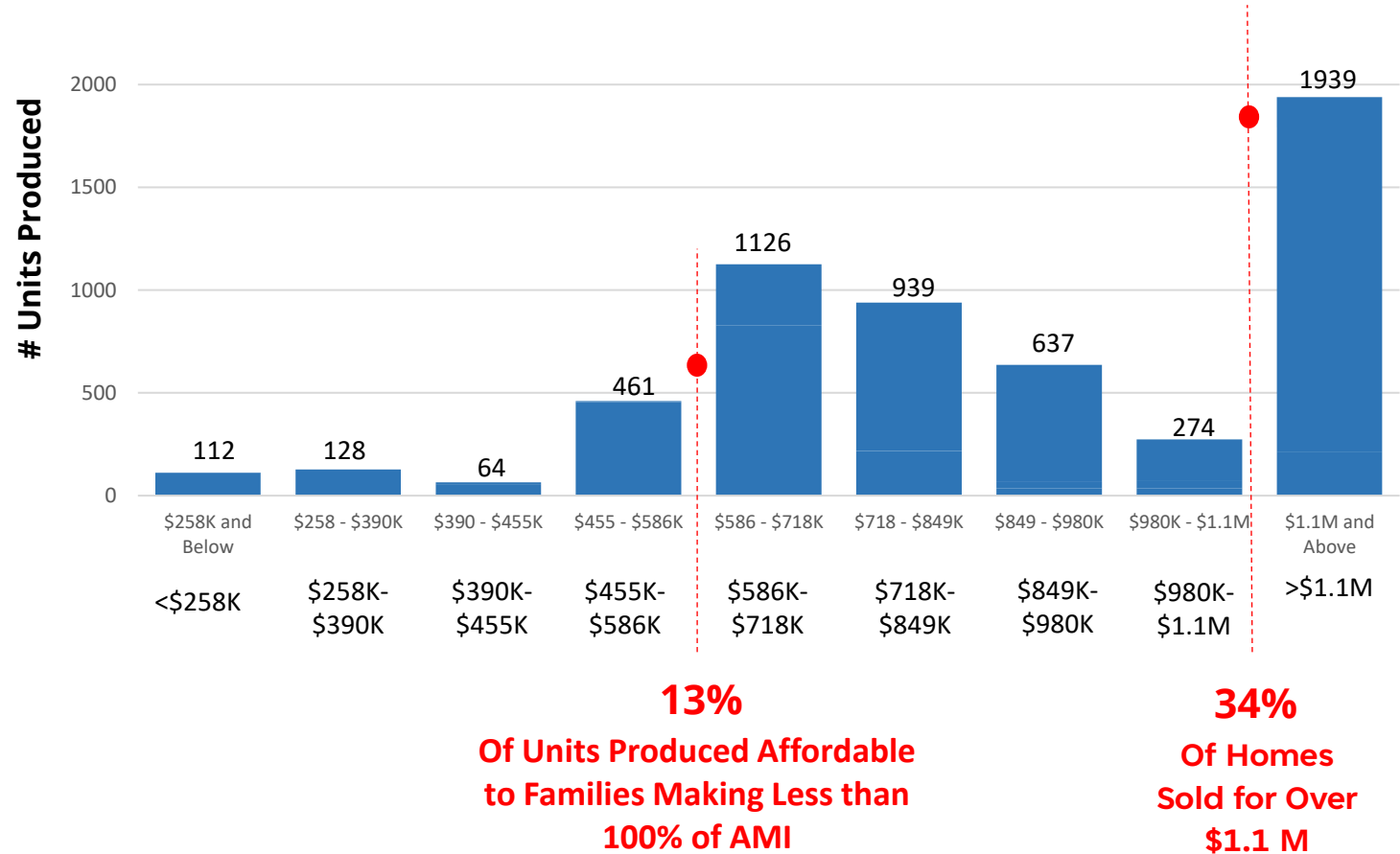
NEW HOME CONSTRUCTION NOT MEETING KEY DEMAND AREAS

Only 13% of units produced were **affordable** to families making less than 100% AMI.

More than 1/3 of all new homes sold for **over \$1.1M.**

Every single-family detached home built in 2025 sold for **more than \$1.1M.**

2021-2025 New Homes Production: 5,680 Purchase Price Point Information



Source: Fairfax County Department of Tax Administration – Sale of New Homes 2021-2025



Themes and Supporting Data

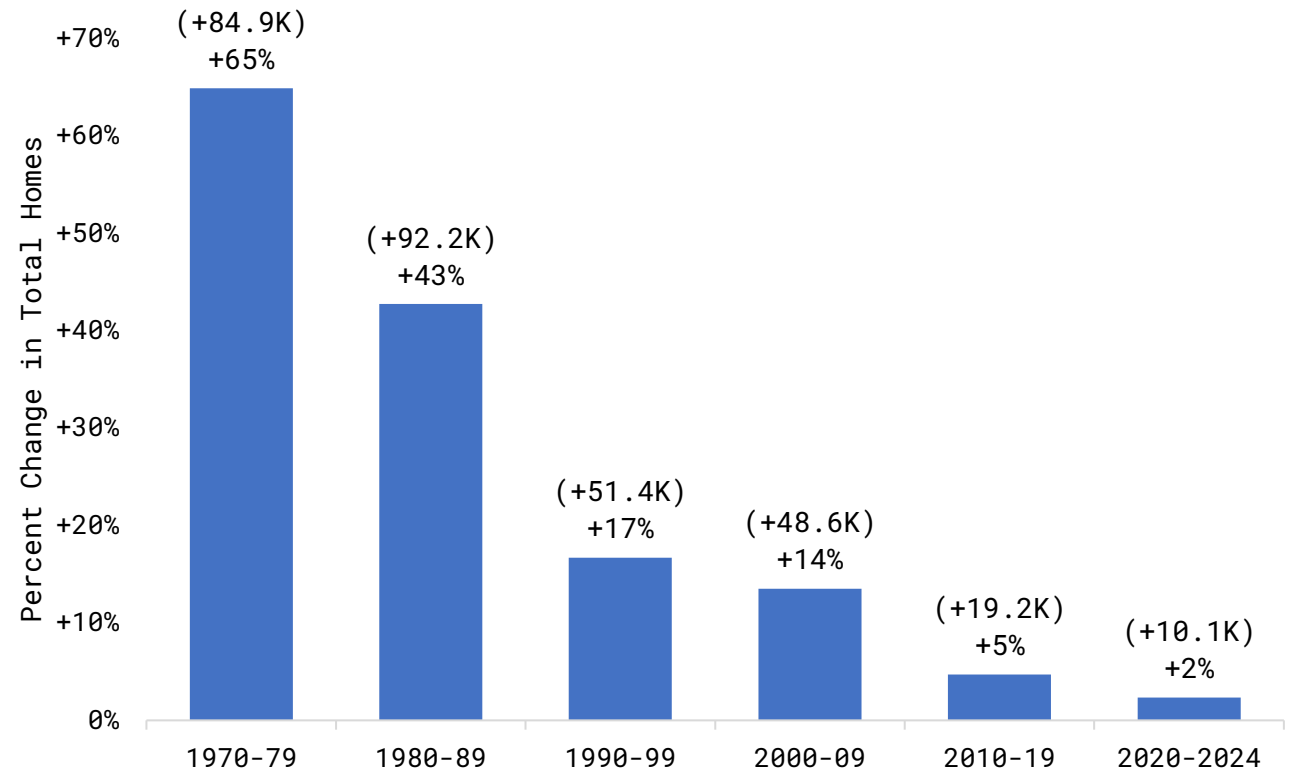
PACE OF BUILDING HAS COLLAPSED

Building many new homes helped fuel Fairfax County's rapid economic growth in the 1970s and 1980s. But the County has produced far less housing in the decades since then.

As measured by the percent change in total homes decade-over-decade, **the rate of new construction fell by more than half from the 1980s to 1990s—and fell by more than half again during the Great Recession.**

The slowdown in home construction, even since the 1990s and 2000s, hinders Fairfax County's continued economic growth.

Home Supply Growth by Decade



Sources: Decadal census data accessed from IPUMS NHGIS for 1970-2020, and Address Count Listing File data from U.S. Census Bureau for 2024.

Note: Data accounts for all housing units, excluding group quarters. The pace of housing supply growth for 2020-24 is about on par with the previous decade (2010-19).



Themes and Supporting Data

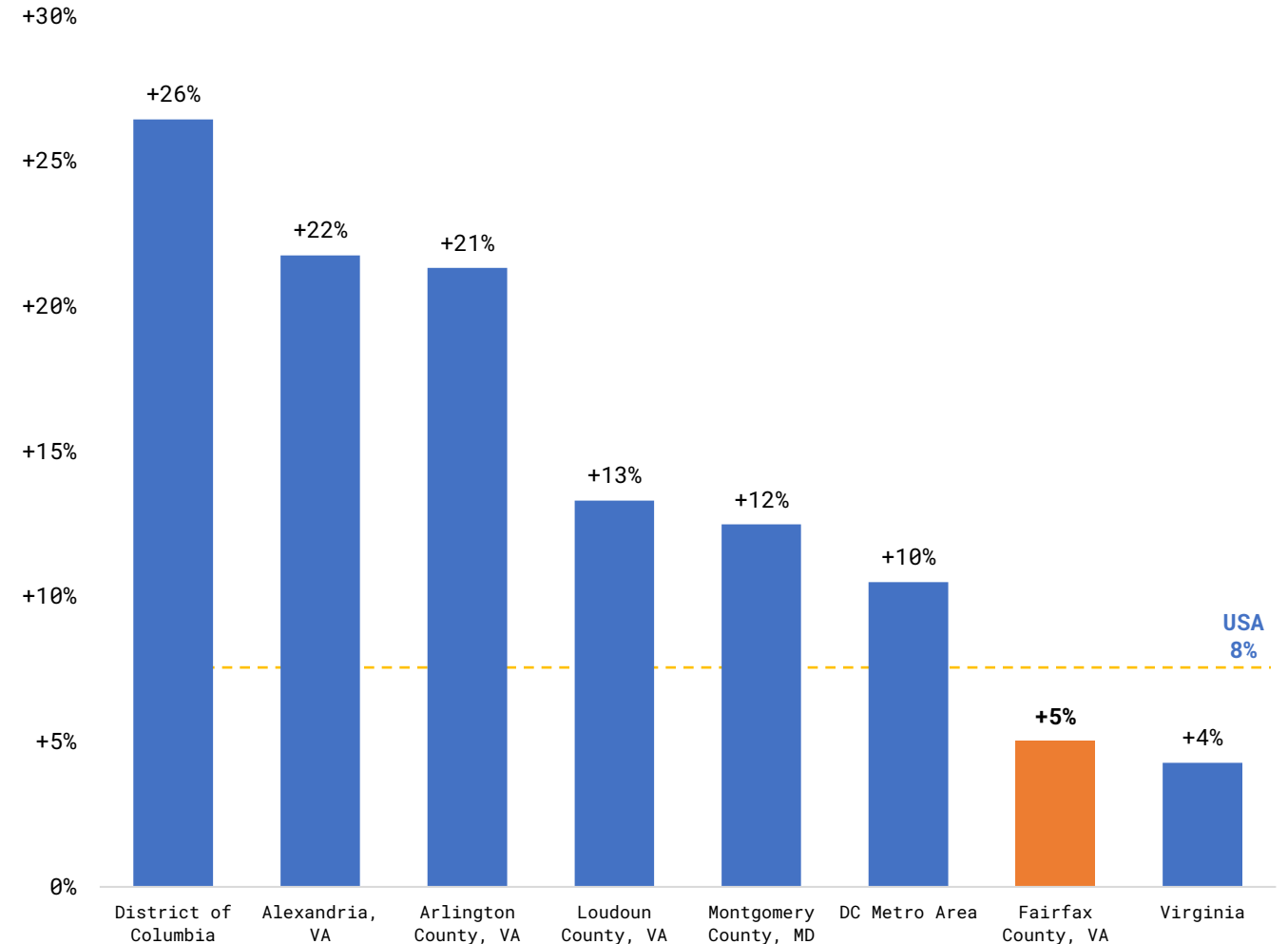
RENTAL HOUSING PRODUCTION LAGS REGIONAL NEIGHBORS

Fairfax County's new rental housing production has lagged behind its peers, contributing to higher rents.

Between 2013 to 2023, **Fairfax rental housing supply grew only 5%**. By comparison, Arlington County's renter-occupied home supply grew by 21% and D.C.'s grew by 26%.

A low rate of new renter homes has ripple effects across the housing market, leading to surging rental costs for fewer units which only higher-income households can afford.

Percent Change in Renter-Occupied Homes, 2013-2023



Source: U.S. Census Bureau, American Community Survey (ACS), 1-Year Estimates.



Themes and Supporting Data

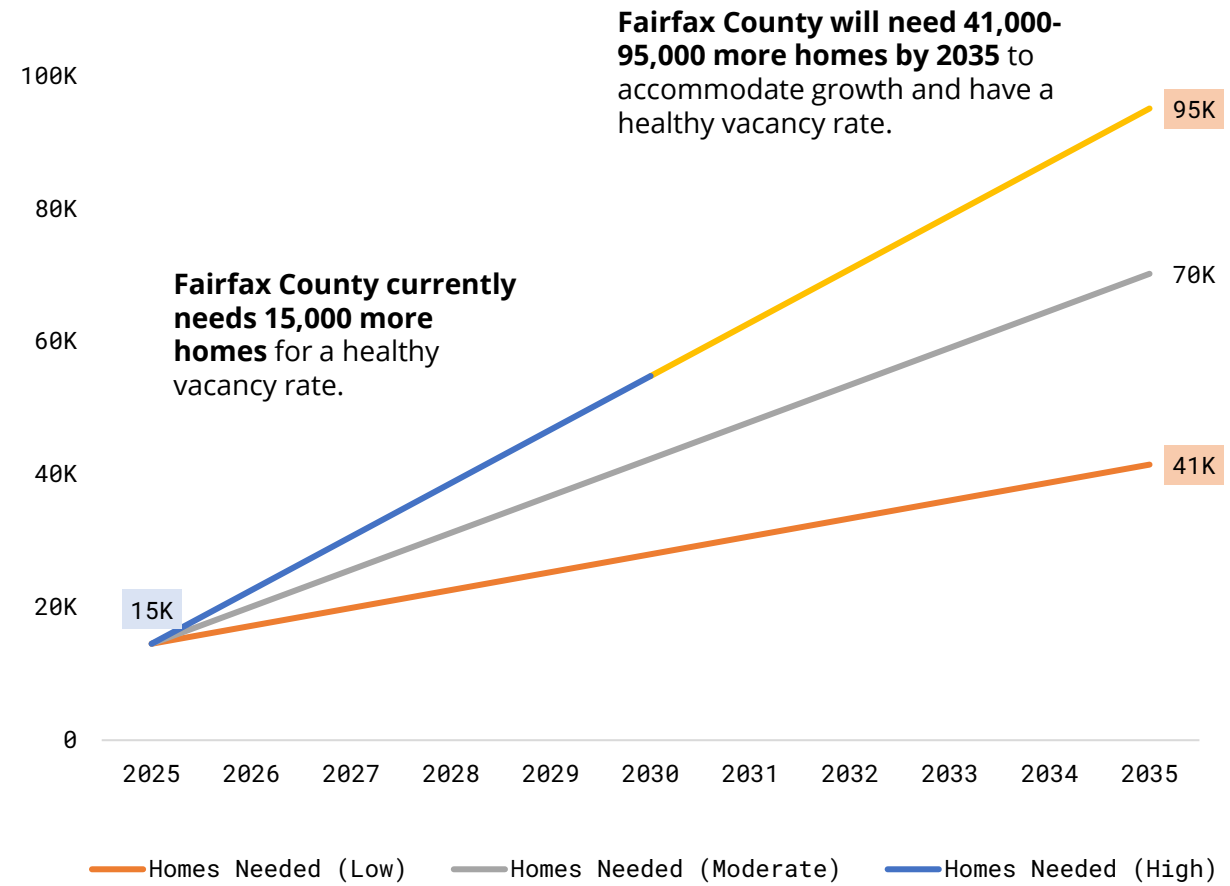
FAIRFAX COUNTY WILL NEED 41K-95K NEW HOMES BY 2035

A healthy housing market needs about 5% of all homes to be vacant and available. These available homes allow households to move for jobs, start families, or otherwise relocate. At present, **Fairfax County needs 15K more homes to achieve a healthy 5% vacancy rate.**

To account for projected demand from new households, **Fairfax County will require 41K-95K total new homes by 2035**, including current need and accounting for a 5% target vacancy rate for projected future households.

Production must double to meet needs.

New Homes Needed by 2035



Sources: HR&A analysis of American Community Survey (ACS) 1-Year Estimates and HR&A household projections based on analysis of Cooper Center and HR&A population projections.

Note: Assumes a target vacant availability rate of 5%. The new homes needed are the additional homes needed so that vacant and available (i.e., for rent and for sale) homes equal 5% of the sum of occupied homes (i.e., total households or projected total households) plus vacant and available homes.



Themes from the Development Community

County policies limit housing supply.

County policies drive higher affordable housing costs.

Development review is fragmented and lacks sufficient internal and external coordination.

The County should work to simplify requirements and improve transparency.

The County needs more tools / options for financing affordable housing.

Foster more collaborative staff-developer-Planning Commission-Board culture - oriented to “yes, if...” and not “no, because...”

1

County policy considerations

2

County policies to offset affordable housing costs

3

Improving cross- agency/department development review

4

Simplified requirements and improved transparency

5

Affordable housing tool options

6

**Foster more
collaborative all-parties
culture oriented to
“yes, if...” and not “no,
because...”**

7

Partnership Opportunities

Next Steps



Estimated Timeline and Deliverables

March 19	Development Community Engagement and Survey Distribution— to development stakeholders and County SMEs
April 2	Survey Closes
April (TBD)	Publish Action Plan Report and Supporting Information Online
April (TBD)	Conduct final briefings with leadership and make any final refinements to content
May 12	Final Action Plan Report presented to Economic Competitiveness, Land Use Policy, Housing Committee