
CALENDAR YEAR 2022 EQUITY IMPACT PLAN

ANNUAL REPORT

BACKGROUND INFORMATION

Department Name: Department of Vehicle Services

Equity Lead(s): Marguerite Guarino

Date: January 20, 2022

EQUITY IMPACT PLAN REPORT

Review your department's Equity Impact Plan for CY 2022 at [Equity Impact Plans | Topics \(fairfaxcounty.gov\)](#). Using that plan, add each goal below and describe: 1) what was done to make progress toward the goal, 2) with whom (partners), and 3) how work toward this goal was measured/evaluated and the results. If you have data for the performance measures in your CY 2022 Equity Impact Plan, report them. Add more goals as needed.

Goal 1: Promote equitable access to the fleet for staff.

Goal 1 Progress:

- Identified agencies with assigned vehicles in winter 2022 and added the units to the fleet share system. DVS technicians installed GPS units in the shared units and DVS IT provided training on the fleet share system to vehicle coordinators in 2022. DVS is reviewing telematics and meeting with departments regarding the results in 2023.
- Updated the vehicle use policy. Fleet share kiosk requires that all users review and “approve/sign virtually” before using a shared vehicle.
- The Police Department and Fire and Rescue Department both purchased the fleet share kiosk and key box in 2022. The departments are enhancing sharing opportunities at their administrative building.

Goal 2: Increase Diversity in Hiring

Goal 2 Progress:

- Hired one female technician and one female parts specialist in 2022. Neither position classification had any female merit employees. Although, there is one non-merit female technician in the apprenticeship program.
- Visited FCPS Academies in fall 2022 and promoted the internship program. Seven students were interviewed and four were selected in December 2022. The program commences in January 2023.

Goal 3: Increase opportunities for participation and discussion of housing options (incentives, programs, and vouchers).

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Goal 3 Progress: Nothing to report.

Goal 4: Promote equitable pay for all.

Goal 4 Progress:

- Identified all employees who fell below the prevailing wage and average employee's career trajectory on the Fairfax County pay scale, and calculated the cost to bring them into alignment. Shared the results with DMB and DHR and received approval to raise the FY 2023 labor rate to pay for an increase. Simultaneously, guidance on the compression study was released and the analysis was updated accordingly. The pay compression study for DVS was approved in December 2022 and implemented in January 2023.
- Reviewed progression within DVS positions and benchmark data with DMB. Added both items to workforce planning for FY 2023.

Was other equity-related work completed in addition to the goals above? If so, please describe.