



# Department of Vehicle Services CY 2023 Equity Impact Plan

**Leadership Sponsor:** Mark Moffatt, Director

**Equity Lead(s):** Marguerite Guarino, Deputy Director

**Departmental Equity Guiding Statement:** The Department of Vehicle Services (DVS) will advance equity by serving all departments equitably, preparing all employees for promotional opportunities, and promoting adequate pay for all. DVS strives to encourage meaningful cross-racial dialogue and engagement.

## **Context:**

DVS identified economic opportunity and housing as areas of marginalization. As we exit the Great Resignation and enter the Great Reshuffle, according to Karin Kimbrough, LinkedIn's chief economist, workers can be "choosy about what they will or won't do." DVS is observing Kimbrough's sentiment as employees switch jobs, pursue more money doing the same work elsewhere, and ask senior leadership for within grade adjustments. Approximately 57 percent of DVS technicians and 89 percent of DVS parts specialists live outside of Fairfax County. As job opportunities for technicians and parts specialists increase in surrounding counties and closer to an employee's home and the cost-of-living increases, DVS projects that experienced employees who are not compensated for their experience will leave, which causes DVS leadership great concern.

DVS implemented an online reservation and scheduling system that will effectively and efficiently manage vehicle sharing and reduce overall fleet expenses. The system will help provide equitable access to the administrative fleet by centralizing access to fleet vehicles thus reducing decentralized fleets operated by departments. DVS will review access and distributional equity by gathering metrics to see whether there are different levels of access to the system and vehicles across departments and users.

Is electric vehicle charging infrastructure and equipment being installed equitably across the county? Over the last several years, the Board of Supervisors has supported electrification of the transportation sector, including funding of the installation of electric vehicle charging stations (EVCS) at county-owned facilities. In addition to helping the county fulfill its own fleet electrification goals, as included in the 2021 update to the Operational Energy Strategy, the proliferation of EVCS at county facilities is intended to increase charger availability for community members and promote widespread adoption of electric vehicles. This also supports the county's greenhouse gas emissions reductions goals included in the Community-wide Energy and Climate Action Plan (CECAP) that was accepted by the Board in September 2021.

**Long-term Outcome(s):**

- |   |   |
|---|---|
| <input type="checkbox"/> Cultural and Recreational Opportunities                    | <input type="checkbox"/> Health   |
| <input checked="" type="checkbox"/> Economic Opportunity                            | <input checked="" type="checkbox"/> Housing and Neighborhood Livability |
| <input checked="" type="checkbox"/> Efficient and Effective Government              | <input type="checkbox"/> Lifelong Education and Learning                |
| <input type="checkbox"/> Empowerment and Support for Residents Facing Vulnerability | <input checked="" type="checkbox"/> Mobility and Transportation         |
| <input checked="" type="checkbox"/> Environment                                     | <input type="checkbox"/> Safety and Security                            |

**System-Level Infrastructure:** DVS will need to work with the Department of Human Resources to enhance and vary recruitment objectives and discuss benchmarking and career progression.


DVS will need to work with the Department of Housing and Community Development to assess housing patterns of DVS employees (80% of DVS employees do not live in Fairfax County) and identify potential incentives, affordable housing programs or vouchers for employees who want to live in Fairfax County.

DVS will continue to work with the Office of Environment and Energy Coordination (OEEC) on funding and placement of electric vehicle charging infrastructure and equipment for the fleet. Beginning in 2021, DVS began installing ChargePoint Level 2 EVCS at county facilities pursuant to a multi-year plan that was funded by the Board. Funding resides with OEEC.

## DEPARTMENT OF VEHICLE SERVICES CALENDAR YEAR 2023 EQUITY IMPACT PLAN

Goals	One Fairfax Area of Focus	Actions	Stakeholders	Timeline	Resources and Supports	Responsible Parties	Performance Measures
1. Increase opportunities for participation and discussion of housing options (incentives, programs, and vouchers).	1, 3, 10, 17	1a. Work with the Department of Housing and Community Development to identify neighborhoods and communities in Fairfax County with low-income housing near vehicle maintenance facilities.	DVS	1/1/2023 through 12/31/2023		DVS, HCD	Overall, 33% of DVS employees live in Fairfax County. The percentage will increase.  Percentage of DVS employees who know of low-income housing available in Fairfax County and adjacent to Vehicle Maintenance Facilities will increase.  DVS employees will indicate on a survey that they understand financial incentives for housing.
		1b. Informing DVS staff of housing opportunities.	DVS	1/1/2023 through 12/31/2023		DVS, HCD	
		1c. Sharing resources and educating staff on financial incentives for home rentals or ownership in Fairfax.	DVS	1/1/2023 through 12/31/2023		DVS, HCD	
2. Promote equitable access to the fleet – including electric vehicles - for staff	12, 14	2a. Expand usage of existing vehicle sharing technology.	DVS Customers, County Residents	1/1/2023 through 12/31/2023		DVS	Percentage of vehicles on the low mileage list will decrease.  Reduction in the number of vehicles assigned to agencies.
		2b. Ensure electric vehicle charging infrastructure and equipment are installed in all <u>new</u> facilities.	DVS, DPWES, County Residents	Ongoing	CECAP, Resilient Fairfax	DVS, DPWES, OECC	Overall reduction of the fleet.

		2c. Ensure electric vehicle charging infrastructure and equipment are installed equitably at <u>existing</u> facilities.	DVS, DPWES, County Residents	Ongoing	CECAP, Resilient Fairfax	DVS, DPWES, OEEC	Percent of new facilities with electric vehicle charging stations.  Report on disparities by department.
		2d. Communicate positive impact of vehicle sharing on the environment.	DVS	Ongoing	CECAP, Resilient Fairfax	DVS	
<b>3. Address disparities in the employment and hiring process.</b>	1, 17	3a. Collect disaggregated data to better identify disparities within the employment/hiring process by position.	DVS, DHR	Ongoing		DVS	Report on disparities by position.  Strategies for recruitment will be identified.  Diversity of applicants will increase.
		3b. Review employment data on applications.	DVS, DHR	Ongoing			Percentage of employees with intellectual disabilities will increase.  Age of the workforce will decrease.
		3c. Develop strategies to address the disparities; this could include discussing data with colleagues in other local jurisdictions.	DVS, DHR	Ongoing			More females will apply for technician and parts positions.

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