

Facilities Management Department

CALENDAR YEAR 2025 EQUITY IMPACT PLAN



Leadership Sponsor: Jose A. Comayagua, Jr., Director Facilities Management Department

Equity Lead(s): Lauren Perkins, Human Resources Manager Facilities Management Department

Departmental Equity Guiding Statement: The mission of the Facilities Management Department is to provide safe and well-maintained facilities that fulfill the needs of our customers. FMD's commitment to equity in the workplace ensures that the agency is able to field staff possessing a wide array of racial and socio-economic backgrounds to interact with an increasingly diverse County population. FMD recognizes that diversity in the workplace is a source of strength for the organization, providing a greater variety of skill sets and life experiences on which to draw that will help guide FMD initiatives as it fulfills its mission.

Context: With few barriers to entry, the maintenance trades are often the first port of entry for immigrant populations seeking to enter the workforce. Consequently, it should not be surprising that many FMD employees speak English as a second language. Being multilingual is often an advantage when dealing with contractors who also employ many nonnative English speakers, but the lack of proficiency in English can be an obstacle to clear communication within FMD and with staff in other County agencies. To overcome such obstacles, FMD hosts and funds training programs that allow employees to further their knowledge and skills in a Facilities Management career; for example, FMD offers the Facilities Management Professional (FMP) Certification course annually for employees that would like to gain certification. FMD will also fund the cost of all certifications that are required of positions, such as Master Trades licensure, Registered Architect licensure, Professional Engineer licensure, etc. In addition, because jobs in the building trades are predominantly occupied by men, the agency struggles to recruit female technicians and project managers into the ranks of its Operations and Maintenance staff. Eighty-five percent of the FMD workforce is male; there are only two managers in the Operations Division that are female. In addition, all positions at FMD are designated as "critical positions," meaning the employees must be willing to show up for work during such emergency events as snowstorms or equipment failures at public safety facilities. This open-ended commitment to facility functionality may conflict with the time constraints staff often confront when carrying out family-related responsibilities.

Even excluding schools, parks, housing and other residential facilities, Fairfax County will have a projected FY 2025 facility inventory of 252 buildings containing over 12 million square feet of space and providing space management for approximately 13 million square feet of County-owned and designated lease space. This inventory continues to expand with

the addition of newly constructed facilities, the renovation and expansion of existing facilities and the acquisition of additional property. The age of a major portion of this inventory is reaching a point where major reinvestments are required just to keep the building subsystems operational. Currently, FMD is responsible for Infrastructure Replacement at 214 buildings; approximately 77% of those buildings are greater than 20 years old.

Ensuring that all County residents have access to facilities of comparable condition means that decision makers may need to target the revitalization of some of these long-developed areas with a disproportionate share of the available capital funding. Currently the County has programs in place such as Commercial Revitalization Districts to encourage the strategic redevelopment of privately-owned properties. Substantial funding toward the renovation of public buildings in areas where it is needed is an equity strategy for decision makers to discuss.

System-Level Infrastructure: The Facilities Management Department is an internal support agency for facilities maintenance. FMD has no direct communication with Fairfax's community. The Facilities Management Department works directly with other agencies or departments to support the needs and goals of their programs. For example, FMD partnered with NCS to provide information to the community regarding a project involving bathroom renovations in one of their facilities to become ADA-compliant. FMD supported NCS by providing them with all relevant information and details of the project. NCS then provided that information directly to the community and provided feedback to FMD on how to proceed with the renovation while minimizing the impact on the community.

FACILITIES MANAGEMENT DEPARTMENT

CALENDAR YEAR 2025 EQUITY IMPACT PLAN

DEPARTMENT GOALS

Goal 1: Recruit and hire diverse staff

One Fairfax Area(s) of Focus: 16. Intentional, focused recruitment efforts that bolster a diverse applicant pool; hiring and evaluation practices, and processes for employee feedback, to achieve and preserve a culture of equity and fairness for all employees.

Countywide Strategic Plan Community Outcome Area(s): Efficient and Effective Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):

Strategy EEG 8. Improve the county’s competitiveness as an employer to recruit, hire and retain a diverse, highly qualified workforce utilizing data to determine barriers and target strategies for marginalized group.

EEG Metric: Difference between the demographics of the county government workforce and the demographics of the community

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
1b. Continue to bolster a diverse applicant pool of well-qualified applicants by using strategies outside normal recruiting processes	FMD Employees Candidates/potential employees	FMD HR staff would work with DHR Employment to advertise highly competitive or hard to fill positions on external platforms; work with temporary staffing company to help with attracting a diverse and qualified applicant pool.	FMD HR Staff / DHR Staff	CY2025	Maintain a list of external advertising platforms, hard to fill positions and employees hired from those platforms; targeting strategic platforms that produce a diverse applicant pool of qualified candidates.
1c. Utilize Referred List(s) reporting from DHR.	FMD Employees Candidates/potential employees	<i>FMD Referred List(s) by Ethnicity and Gender</i> weekly report from DHR.	FMD HR Staff / DHR Staff	CY2025	Monitor the referred list; adjust as necessary to ensure a diverse applicant pool is attracted but also qualified to make referred list if a highly competitive position.

Goal 2: Provide opportunities for training to facilitate career growth for staff

One Fairfax Area(s) of Focus: 18. Other

Countywide Strategic Plan Community Outcome Area(s): Efficient and Effective Government (EEG)

Countywide Strategic Plan Strategies/Metric(s): Strategy EEG 11. Expand employee learning opportunities to increase staff competencies and experience in the areas of leadership, equity, cultural proficiency, use of technology and innovation to meet the needs of a changing environment.

FACILITIES MANAGEMENT DEPARTMENT

CALENDAR YEAR 2025 EQUITY IMPACT PLAN

EEG Metric: % of employees who report high levels of engagement at work.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
2a. FMD hosts and funds internal group opportunities each year for employees for specific certifications and/or training.	FMD Employees	FMP Course offered annually through IFMA; employees are given one year to complete and provide certification to FMD HR.	FMD Director FMD HR staff FMD Supervisors	CY2025	Number of enrollees and success rates; number of additionally interested employees (i.e., waitlist for following year)
2b. FMD funds 100% of ongoing costs of job required certificates, such as Registered Architects, Professional Engineering licenses, Master trades certifications, etc.	FMD Employees	Ensure FMD budget reflects proper amount of funding for required licensure as denoted in position descriptions.	FMD HR Staff FMD Accounting FMD Supervisors	CY2025	FMD funds 100% of required certificates/licensure each year.
2c. Help enroll employees in certifications, training, and tuition assistance programs through OD&T when not funded by FMD.	FMD Employees	DHR's Organizational Development & Training (OD&T) resources/forms	FMD HR Staff FMD Supervisors	CY2025	Number of inquiries, enrollments, assist in completion of paperwork or questions as needed.

FACILITIES MANAGEMENT DEPARTMENT

CALENDAR YEAR 2025 EQUITY IMPACT PLAN

Goal 3: Provide relevant Real Estate Services data and information to contribute to equitable decision-making

One Fairfax Area(s) of Focus: 18. Other

Countywide Strategic Plan Community Outcome Area(s): Effective and Efficient Government (EEG)

Countywide Strategic Plan Strategies/Metric(s):

Strategy EEG 31. Equitably assess and perform ongoing maintenance, upgrades and replacement of county facilities, infrastructure and equipment so that they can meet future demands and provide a safe and healthy environment for residents and staff

EEG Metric: % of county facilities, technology, infrastructure and assets with a rating of “good” or better.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
3a. By maintaining an inventory of leases and licenses, FMD is able to assist human service agencies, as well as County leadership, determine where there are geographical gaps in service delivery and identifies possible co-location opportunities for non-profit organizations.	Fairfax County residents, Fairfax County Executives and Elected Officials, DMB, Human Services agencies such as CSB and NCS, Non-profit organizations	N/A	FMD Real Estate Services	CY2025	Update and maintain database of agreements with third parties and associated expenditures.
3b. Supply maps of locations owned, leased, and licensed facilities for spatial analysis of resource distribution. Highlights and orients senior decision makers to the spatial distribution of County facilities and gaps in service delivery areas.	Fairfax County residents, Fairfax County Executives and Elected Officials, DMB, Human Services agencies such as CSB and NCS, Non-profit organizations	N/A	FMD Real Estate Services	CY2025	Update and maintain maps of all owned facilities in each district and leased and licensed facilities in targeted areas.

Department Director’s Signature:

