



# DEPARTMENT OF VEHICLE SERVICES CALENDAR YEAR 2025 EQUITY IMPACT PLAN

**Leadership Sponsor:** Mark Moffatt, Director

**Equity Lead(s):** Marguerite Guarino, Deputy Director; Maurice Farrington, IT Manager

**Departmental Equity Guiding Statement:** The Department of Vehicle Services (DVS) is committed to advancing equity by ensuring that we serve all Fairfax County departments equally and fairly. We focus on preparing all employees for promotional opportunities and advocating for fair compensation for everyone. DVS aims to foster meaningful cross-racial dialogue and engagement within our organization, promoting a culture of inclusivity and understanding.

**Context:** In calendar year 2024, DVS has once again identified economic opportunity and housing as critical areas of marginalization. A significant portion of DVS technicians and parts specialists reside outside of Fairfax County, a trend that remains consistent with previous years. DVS anticipates potential turnover among experienced employees due to the increasing travel distance to work and the availability of job opportunities closer to home, which may offer similar or more attractive compensation packages. Moreover, the workforce is undergoing a transformation as employees reevaluate their work/life balance. Many are feeling disengaged from their current roles and are actively seeking opportunities to acquire new skills. This shift highlights the urgent need for DVS to confront these dynamics and implement strategies that not only retain talent but also enhance job satisfaction. By fostering a more engaged workforce, DVS can navigate these challenges effectively and create a more sustainable work environment.

In addition, a key focus of the department is increasing the diversity of applicants, particularly in technician and parts positions. We aim to broaden our outreach efforts to attract a more diverse pool of candidates, paying particular attention to gender, race, and ethnicity.

Over the last several years, the Board of Supervisors has supported electrification of the transportation sector. This includes funding 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.

**System-Level Infrastructure:** DVS is committed to advancing its recruitment objectives in collaboration with the Department of Human Resources. This partnership will involve a thorough evaluation of benchmarking practices and career progression pathways. DVS aims to implement targeted learning and development programs that are designed to reskill and upskill our current workforce, recognizing that enhancing employee capabilities is vital for both personal growth and organizational success. Furthermore, DVS plans to partner with the Department of Housing and Community Development to explore potential incentives and affordable housing solutions for employees wishing to reside in Fairfax County. DVS will also maintain its collaboration with the Office of Environment and Energy Coordination (OEEC) to secure funding and establish electric vehicle charging infrastructure for our fleet. In conjunction with the Department of Public Works and Environmental Services, we will prioritize the placement of charging stations, ensuring that our efforts align with the Justice 40 initiative when selecting locations.

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## DEPARTMENT GOALS

**Goal 1: Enhance engagement and awareness around housing options available to DVS employees in Fairfax County**

**One Fairfax Area(s) of Focus:**  
2. Housing policies that encourage all who want to live in Fairfax to be able to do so, and the provision of a full spectrum of housing opportunities across the county, most notably those in mixed-use areas that are accessible to multiple modes of transport.

**Countywide Strategic Plan Community Outcome Area(s):** Housing and Neighborhood Livability (HNL); Effective and Efficient Government (EEG)

**Countywide Strategic Plan Strategies/Metric(s):**  
HNL 2. Identify and create opportunities for additional affordable rental and homeownership units, including modifying housing policies, guidance and communication strategies for people facing barriers (low to moderate incomes, credit problems, past criminal history or prior evictions) in order to make a variety of housing program options accessible to all residents.

**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 groups.**

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
1a. Identify low-income neighborhoods and communities near maintenance facilities	DVS		DVS, HCD	1/1/2025 – 12/31/2025	Affordable housing map/resource developed
1b. Inform employees of affordable housing opportunities in the county	DVS		DVS, HCD	1/1/2025 – 12/31/2025	Number and percent of DVS employees who are aware of low-income housing options available in Fairfax County, particularly in proximity to the Vehicle Maintenance Facilities
1c. Provide resources on incentives for home rental and home ownership opportunities in Fairfax County	DVS		DVS, HCD	1/1/2025 – 12/31/2025	Housing survey conducted Number of employees provided information on the financial incentives offered in Fairfax County Number and percent of employees living in the county

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**Goal 2: Promote equitable access to the motor pool fleet**

**One Fairfax Area(s) of Focus:**  
 14. A multi-modal transportation system that supports the economic growth, health, congestion mitigation, and prosperity goals of Fairfax County, and provides accessible mobility solutions that are based on the principles associated with sustainability, diversity, and community health.

**Countywide Strategic Plan Community Outcome Area(s):** Effective and Efficient Government (EEG); Environment and Energy (EE)

**Countywide Strategic Plan Strategies/Metric(s):**  
 EEG 21. Strengthen the use of data-informed decision making through regular data collection, evaluation, and distribution.  
 EEG 25. Develop, pilot, and institute Fairfax County equity-based decision-making tools for planning, projects, decision making and resource allocation.  
 EE 1. Reduce the county’s contribution to greenhouse gases through better coordination of energy and climate best management practices throughout all county agencies, including items such as environmental stewardship and biodiversity at county facilities, vehicle selections, building design, utilities and energy consumption.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
2a. Expand existing vehicle sharing technology	FFX county departments		DVS	1/1/2025 – 12/31/2025	Percentage of vehicles on the low mileage list Number of vehicles assigned to departments Number of vehicles in the fleet overall
2b. Ensure electric vehicle charging infrastructure and equipment are installed in new facilities	DVS, DPWES, county residents		DVS, DPWES, OEEC	1/1/2025 – 12/31/2025	Percentage of new facilities that have one charging station (Goal is 100%)
2c. Ensure electric vehicle charging infrastructure and equipment are installed equitably at all facilities	DVS, DPWES, county residents, OEEC		DVS, DPWES, OEEC	1/1/2025 – 12/31/2025	List of department sites by district that need enhancements/upgrades Plans to address those needs
2d. Reduce Fairfax County Government fleet’s greenhouse emissions by encouraging electric vehicle usage	DVS		DVS	1/1/2025 – 12/31/2025	Number of EVs in fleet Percentage of total fleet that are EVs

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**Goal 3: Address disparities in the hiring process**

**One Fairfax Area(s) of Focus:**  
16. Intentional, focused recruitment efforts that bolster a diverse application 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):** Effective and Efficient Government (EEG)

**Relationship to Countywide Strategic Plan Strategies/Metric(s):**  
**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 groups.**  
EEG 21. Strengthen the use of data-informed decision making through regular data collection, evaluation, and distribution.

Actions	Stakeholders	Resources/Supports	Responsible	Timeline	Performance Measures
3a. Collect data by position allowing us to better identify and understand the differences in hiring practices and outcomes across various demographics to develop actionable strategies to promote equity and enhance inclusivity within our workforce	DVS, DHR		DVS	1/1/2025 – 12/31/2025	Demographics of positions by position type
3b. Develop strategies to address the disparities in the employment and hiring process	DVS, DHR		DVS	1/1/2025 – 12/31/2025	Strategies identified

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**Department Director’s Signature:** *Mark Moffatt*  
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