

Department of Emergency Management and Security

Mission

The Department of Emergency Management and Security (DEMS) is committed to the safety and wellbeing of the community, employees, and visitors and strives to improve resiliency through comprehensive emergency management and security practices. DEMS is responsible for the coordination of the prevention, protection, mitigation, response, and recovery activities in the County as they relate to disasters and emergencies. DEMS works collaboratively with County agencies and community stakeholders to identify hazards and mitigation opportunities; provide emergency management planning, training, and exercises; engage in community outreach and preparedness activities; facilitate continuity of operations; and oversees building security and threat assessments; all while maintaining fiscal responsibility.

Connection to the Countywide Strategic Plan

The Fairfax County Board of Supervisors adopted the first-ever Countywide Strategic Plan on October 5, 2021. The Countywide Strategic Plan serves as a road map to help guide future work, focusing on the 10 Community Outcome Areas that represent the issues of greatest importance to the community. In February of 2023, the first Annual Report on the work of the strategic plan was released to the public. The report contains point-in-time progress highlights for each of the proposed plan strategies, plus a sample data dashboard and data story that is being replicated across all of the outcome areas, and a number of additional initiatives to embed the elements of the plan within department-level work. The report also includes a Year Two Implementation Model, which focuses on identifying the specific strategies that will move forward to implementation under the guidance of the Board of Supervisors. For more information on the Countywide Strategic Plan, please visit www.fairfaxcounty.gov/strategicplan. The Department of Emergency Management and Security primarily supports the following Community Outcome Areas:



Community Outcome Area	Vision Statement
Effective and Efficient Government	<i>All people trust that their government responsibly manages resources, is responsible to their needs, provides exceptional services and equitably represents them.</i>
Safety and Security	<i>All people feel safe at home, school, work and in the community.</i>

Focus

Previously known as the Office of Emergency Management, the Board of Supervisors approved the reorganization of the security office from the Facilities Management Department to the Office of Emergency Management as part of the *FY 2021 Carryover Review*. As a result of this reorganization, the office was renamed to the Department of Emergency Management and Security.

DEMS provides emergency management services for Fairfax County including the Towns of Herndon, Vienna, and Clifton. The major areas of focus include emergency management planning and policy; the countywide emergency training and exercise program; public preparedness and

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education; enhancement of response and recovery capabilities, and grants management. DEMS is committed to preparing for, responding to, recovering from, and mitigating new and challenging threats. DEMS coordinates the emergency management activities of all Fairfax County agencies and coordinates with the National Capital Region through the Metropolitan Washington Council of Governments (COG), the Northern Virginia Emergency Response System (NVERS), private organizations, and other local, state, and federal agencies.

DEMS provides direction in the field of emergency management to heighten the County's state of emergency preparedness. In the event of an emergency or planned event, DEMS activates and manages the County's Emergency Operations Center (EOC).

When activated, the EOC becomes the coordination point for all County emergency management activities. In addition, DEMS serves as the County's point of contact for federal disaster relief, recovery, and mitigation programs. DEMS acts as the liaison to County, regional, state, federal, volunteer, and private partners in order to prepare for, effectively respond to, and quickly recover from significant emergencies.

DEMS develops and maintains the County's Comprehensive Emergency Operations Plan (EOP) and provides emergency management guidance for the entire County. The EOP provides an operational framework for County and partner agencies when responding to an emergency in Fairfax County. DEMS ensures County emergency plans are consistent and compatible with the regional and state emergency plans and comply with state, federal, and local guidelines.

DEMS is responsible for coordinating emergency management training and exercises to prepare County agencies to carry out their roles identified in the emergency operations plan. Each year, DEMS develops and coordinates a variety of discussion-based seminars and tabletop exercises, as well as operational-based exercises.

DEMS is the lead agency for countywide financial recovery with costs associated with an incident or planned event. In most cases, cost recovery for significant events falls under Presidential Declarations involving federal reimbursement from the Federal Emergency Management Agency's (FEMA's) Public Assistance program. In addition, DEMS provides managerial oversight for the County's Homeland Security Grants.

DEMS conducts emergency management outreach programs necessary to increase the public's awareness in emergency preparedness and homeland security. Through the Fairfax County Citizen Corps program, DEMS serves as liaison for recruitment, registration, and identification of volunteer emergency workers necessary to support emergency response and recovery efforts.

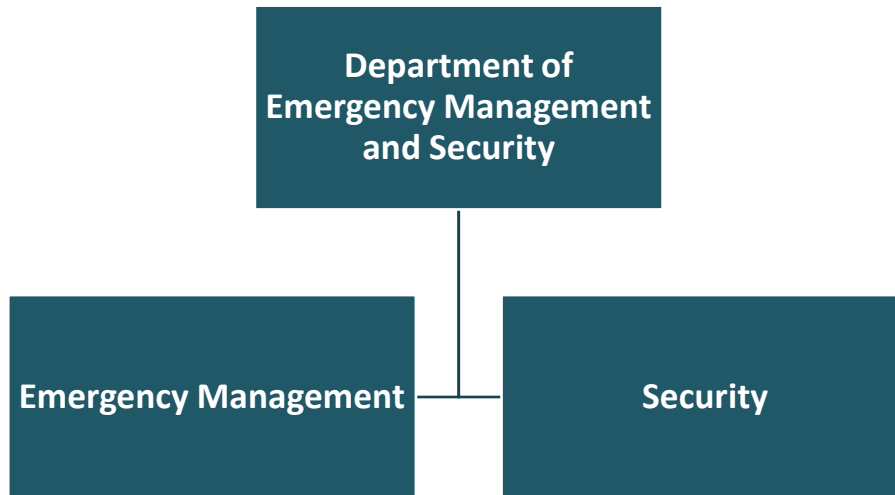
DEMS is responsible for providing a full range of security management services on a countywide basis. These services encompass the physical security needs and requirements of County owned and leased facilities, which include the assignment of security officers at County facilities and special events venues, security video surveillance, monitoring alarm systems and security assessments, threat assessments, theft investigations, and physical security consultations for new construction and other structural alterations to County facilities.

DEMS staff are the initial investigators for workplace violence related matters involving County employees and individuals that have a nexus to County facilities or employees. When security related matters rise to the level of law enforcement involvement, DEMS serves as the liaison with local law enforcement and/or other sworn law enforcement entities and departments. DEMS maintains a working relationship with the Fairfax County Police Department, Office of the Sheriff, other public safety entities, and security experts.

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DEMS provides training to County staff and others to include: Active Shooter/Active Assailant, Workplace Violence, De-escalation, Home and Field Visits, and Security Awareness, ensuring County security services, systems, technologies, methodologies, practices, and training are aligned with evolving threats and assessed security needs. A safe and secure environment is essential for all that work and visit County facilities and results in many positive benefits that complement the services the County provides to the community.

Organizational Chart



Budget and Staff Resources

Category	FY 2022 Actual	FY 2023 Adopted	FY 2023 Revised	FY 2024 Advertised	FY 2024 Adopted
FUNDING					
Expenditures:					
Personnel Services	\$1,622,635	\$2,351,570	\$2,265,570	\$2,613,670	\$2,682,587
Operating Expenses	3,985,571	5,210,375	6,912,081	5,781,465	5,767,140
Capital Equipment	99,823	0	20,825	0	0
Total Expenditures	\$5,708,029	\$7,561,945	\$9,198,476	\$8,395,135	\$8,449,727
AUTHORIZED POSITIONS/FULL-TIME EQUIVALENT (FTE)					
Regular	20 / 20	21 / 21	22 / 22	23 / 23	23 / 23

This department has 2/2.0 FTE Grant Positions in Fund 50000, Federal-State Grants.

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FY 2024 Funding Adjustments

The following funding adjustments from the FY 2023 Adopted Budget Plan are necessary to support the FY 2024 program. Included are all adjustments recommended by the County Executive that were approved by the Board of Supervisors, as well as any additional Board of Supervisors' actions, as approved in the adoption of the Budget on May 9, 2023.

Employee Compensation **\$214,182**

An increase of \$214,182 in Personnel Services includes \$132,218 for a 5.44 percent market rate adjustment (MRA) for all employees and \$36,023 for performance-based and longevity increases for non-uniformed merit employees, both effective July 2023. The remaining increase of \$45,941 is included to support employee retention and recruitment efforts that will reduce pay compression and align the County's pay structures with the market based on benchmark data.

Department of Vehicle Services Charges **\$806**

An increase of \$806 in Department of Vehicle Services Charges is based on anticipated billings for maintenance and operating-related charges.

Security Contract **\$404,650**

An increase of \$404,650 supports contracted security services for buildings and facilities throughout the County. These services are provided by security officers who serve to deter, report, deescalate, and prevent criminal activity and threats of physical harm to County staff and visitors, as well as protect facilities and related assets.

Security Operations **\$86,000**

An increase of \$86,000 is associated with the maintenance of the courthouse INET security system. INET is the access control system which governs both the courthouse and Adult Detention Center. Over the years, the INET system has required a constant and ongoing need for maintenance and repairs that can only be serviced by a contracted specialized technician.

Transfer of Security Functions **\$158,910**

An increase of \$158,910 includes \$78,910 for a position transferred from Agency 08, Facilities Management Department, during FY 2023 to support the relocation of security functions. The remaining \$80,000 supports PC Replacement costs of 40 computers associated with the security team.

Urban Areas Security Initiative **\$52,617**

An increase of \$52,617 and 1/1.0 FTE new position is associated with the transition of Urban Areas Security Initiative (UASI) funding to local government funding. This funding represents partial year costs to continue supporting the program after UASI grant funding expires in December 2023. The program aims to enhance community outreach, preparedness, and public education to protect Fairfax County residents from emergencies and disasters. It should be noted that an increase of \$26,987 in Fringe Benefits funding is included in Agency 89, Employee Benefits, for a total cost of \$79,604. For further information on Fringe Benefits, please refer to the Agency 89, Employee Benefits, narrative in the Nondepartmental program area section of Volume 1.

Targeted Vacancy Savings **(\$29,383)**

A decrease of \$29,383 is included to recognize targeted vacancy savings. Although the County has taken actions to reduce the vacancy rate, it is anticipated that vacancies will remain high for the foreseeable future, generating flexibility in agency budgets.

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Changes to FY 2023 Adopted Budget Plan

The following funding adjustments reflect all approved changes in the FY 2023 Revised Budget Plan since passage of the FY 2023 Adopted Budget Plan. Included are all adjustments made as part of the FY 2022 Carryover Review, FY 2023 Third Quarter Review, and all other approved changes through April 30, 2023.

Carryover Adjustments \$1,550,531

As part of the FY 2022 Carryover Review, the Board of Supervisors approved funding of \$1,550,531 in encumbered funding for \$1,531,336 primarily for countywide economic recovery planning, emergency preparedness materials, and publication. The remaining amount of \$19,195 in Capital Equipment is due to the replacement of an X-ray machine.

Third Quarter Adjustments \$86,000

As part of the FY 2023 Third Quarter Review, the Board of Supervisors approved funding of \$86,000 to support emergency work on the courthouse INET access control system.

Position Adjustment \$0

In order to support a countywide restructuring of security personnel, 1/1.0 FTE position was transferred from Agency 08, Facilities Management Department, to Agency 93, Department of Emergency Management and Security, in FY 2023.

Position Detail

The FY 2024 Adopted Budget Plan includes the following positions:

DEPARTMENT OF EMERGENCY MANAGEMENT AND SECURITY – 23 Positions			
1	Emergency Management Coordinator	1	Emergency Management Specialist I
2	Dep. Coordinators of Emergency Management	2	Management Analysts III
1	Senior County-wide Initiatives Manager	1	Financial Specialist III
1	Continuity Operations Program Manager	1	Financial Specialist II
4	Emergency Management Specialists IV [+1]	1	Electronic Equipment Technician II
3	Emergency Management Specialists III	1	Administrative Assistant IV
3	Emergency Management Specialists II	1	Administrative Assistant III
+	Denotes New Position(s)		

Performance Measurement Results by Community Outcome Area

Effective and Efficient Government

One of the ways DEMS enhances emergency preparedness, response, and recovery within the County is by forming business partnerships with local businesses and non-governmental organizations. In FY 2022, the number of businesses and non-governmental organizations that participated in County outreach, training, and exercises had doubled since FY 2021. The participants reported a 95 percent satisfaction rate in partnering with DEMS.

Safety and Security

In FY 2022, DEMS added 3,827 new subscribers to Fairfax Alerts bringing the current number to 92,544 of registered subscribers and there are an additional 45,256 subscribers to keyword text messaging. Information on the Fairfax Alerts is included in all community presentations and outreach programs. In future years, DEMS will continue to enhance public emergency notifications through effective use of the Employee Alert Network and Fairfax Alerts. Most recently, County alerts have been linked directly with the agency's social media outlets. With the implementation of a more robust social media presence outreach program, DEMS will strive to attract an additional 4,000 subscribers

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in Fairfax Alerts including members of the business community in FY 2023. As the importance of emergency preparedness continues to grow and the cost of disasters continues to rise, DEMS has started to diversify its messaging and interactions with the community in a format that meets their needs. This would include social media platforms, video, and multiple languages. DEMS completed 54 preparedness programs in FY 2022, which were delivered in a variety of methods that support the equitable exchange of information.

In FY 2022, the Department of Emergency Management and Security will continue conducting both discussion and operational based exercises. The goal is to provide training opportunities for at least 95 percent of County and volunteer agencies responsible for disaster mitigation, preparedness, response and recovery from large-scale emergencies and disasters. County agencies and volunteer groups with duties and responsibilities outlined in the County Emergency Operation Plan will participate in EOC and Alternate Emergency Operations Center (AEOC) exercises designed to familiarize agency representatives with the incident command system, information software and procedures. DEMS offers training opportunities in multiple formats including lecture, virtual and hands-on. DEMS conducted 80 trainings and exercise activities in FY 2022 due to COVID-19 restrictions being lifted. The department will continue to design and conduct exercises utilizing an all-hazard, multi-disciplinary approach to enhance the capabilities of partner agencies. The Department of Emergency Management and Security activated the Emergency Operations Center two times for a total of three operational periods (21 hours) in FY 2022 to coordinate County response and recovery operations.

Community Outcome Area	FY 2020 Actual	FY 2021 Actual	FY 2022 Estimate	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
Effective and Efficient Government						
Customer Satisfaction with County Services						
Percentage of businesses satisfied with partnership with the Department of Emergency Management and Security	93%	94%	94%	95%	95%	95%
Safety and Security						
Safety-Related Prevention and Preparedness						
Percentage of County and volunteer agencies identified in EOP that receive training	95%	95%	95%	95%	95%	95%
New Fairfax Alerts subscribers added to DEMS database	7,897	6,062	7,000	3,827	4,000	5,000

A complete list of performance measures can be viewed at <https://www.fairfaxcounty.gov/budget/fy-2024-adopted-performance-measures-pm>