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**Joint Board Matter with Chairman McKay
Recognizing Bob Bermingham**

Members of the Board,

After more than 30 years of service with the Juvenile Justice System in Fairfax County, Bob Bermingham, MPA, will be retiring on November 12th, 2021.

Bob began his career in juvenile justice in 1986 as a childcare specialist in the Fairfax County Juvenile Detention Center. He has worked in both community-based residential programs and as a field probation officer.

During his tenure, Bob held management positions with probation services, served as the County's first Gang Prevention Coordinator, and since 2009, has served as the Court Service Unit Director of the Commonwealth of Virginia's largest Court Service Unit.

Bob has led the 300+ person unit through significant transformation in practices, to include the re-design of juvenile intake services, the implementation of assessment tools at major decision points within the system, enhanced diversion alternatives, and deployment of evidence-based interventions, along with a focus on reducing racial and ethnic disparities and family engagement.

Bob has also played an essential role in the countywide Diversion First initiative, as a member and facilitator of the Leadership Group. He is dedicated to providing

services that build on individual and family strengths to improve outcomes while remaining focused on public safety and promoting equitable and effective justice.

Bob's leadership, guidance, and systemic approach have impacted the lives of many Fairfax County residents and families. He is a true collaborator and has brought both compassion and wit to every endeavor. Bob has served the county with a deep sense of purpose, and he is admired and respected by many. He will be greatly missed, but his legacy will leave the County in a better place.

Therefore, we move that the Office of Public Affairs prepare a proclamation to be presented outside the board room to recognize Bob Bermingham, thanking him for his service and determination to make a positive difference in Fairfax County.