FAIRFAX COUNTY
VIRGINIA



Housing Task Force Action Plan Overview

Jennifer Miller, Deputy County Executive

Land Use Policy Committee

May 12, 2026



FAIRFAX COUNTY

HOUSING TASK FORCE

Action Plan Overview

May 12, 2026



Economic Competitiveness and Housing

Housing is foundational economic infrastructure

Housing is a key factor in business and workforce attraction and retention

Availability and affordability of housing directly shape the labor market

Economic mobility and inclusion – inclusive housing policies support a more resilient and diverse workforce

Fiscal and economic impacts – housing development expands the tax base

Younger workers and mid-career talent are increasingly priced out of Fairfax County

Board Matter Overview

The September 9 Board Matter set forth seven specific areas needing a plan for action:

Development Incentives and Process: Create incentives and process to speed and simplify approvals for affordable and other residential projects

An Expanded Focus on Entry-Level Homeownership: expand access to starter homes for moderate income households who are priced out of homeownership.

Faith Community Properties: Encourage the addition of affordable housing on faith-owned properties.

Public-Private Partnerships and Capacity: Increase technical support across departments and streamline PPEA processes so more public private affordable housing proposals can be reviewed and built.

Affordable Housing Finance: Explore new funding tools and capital strategies for affordable housing projects

The Role of the Private Sector: Work with businesses and other employers to identify ways the private sector can directly support and expand both affordable and market rate housing production.

Legislative Priorities: Update state and federal legislative agendas to advance Fairfax County's policy positions

Problem Statement

Fairfax County faces a critical gap between community need and housing supply, requiring coordinated action to reduce the shortage, attract and retain workers, and sustain our community's economic health and competitiveness.

Vision

Residents across all income levels and life stages have housing options in Fairfax County.

Core Mandate

Develop a comprehensive, multi-departmental roadmap to increase housing production, streamline development processes, and expand housing opportunities across the housing continuum by Spring 2026.

Task Force Organization and Partners

Industry and External Contributors

Industry and external contributors acknowledged as engaged participants.
Not provided as an expressed endorsement.

Timeline


SEP 9, 2025
Project Kickoff
→ Board Matter Released
→ Leadership identified
→ 50 staff mobilized across 13 agencies
COMPLETE
OCT 2025
Sub-Group Meetings
→ 8 sub-group meetings to identify initiatives
→ Task Force leads attend NVRC Housing Symposium
COMPLETE
NOV 2025
Scope & Outreach
★ Scope shared with Chairman & Vice Chair
BOS
→ 5 sub-group meetings
→ 2 Task Force Lead Status Sessions
COMPLETE
DEC 2025
Engagement & Policy
→ Engagement with NVBIA/NAIOP
★ ALU Standards Initiative → LUPC
BOS
★ Workforce Housing → Council on Economic Opportunity
BOS
COMPLETE
JAN 2026
Developing Action Plan
★ Jan 8: Chairman's Housing Roundtable
BOS
→ Index Draft Initiatives
→ Jan 30: Follow-up with NVBIA/NAIOP
COMPLETE
FEB 2026
Refinement and Presentation
→ Feb 5: Housing Developer Forum
★ Feb 10: Housing Update → Housing Cmte
BOS
★ Feb 27: Draft Initiatives → Executive Sponsors
BOS
COMPLETE
MAR 2026
Stakeholder Engagement
★ March 17 - Congregate Living ZOA Completed
BOS
→ Mar 19: Engagement with Stakeholders
→ Analyze feedback & refine
COMPLETE
APR 2026
Roadmap Release
★ Complete & Release Draft Roadmap
BOS
→ Action Plan finalized
COMPLETE
MAY 12, 2026
Committee Review
★ Economic Competitiveness
BOS
★ Housing & Land Use Policy direction
BOS
IN PROGRESS
ONGOING
Implementation
★ Quarterly Action Plan Status updates
BOS
FUTURE
Complete
Current
Upcoming
Future
★ Board of Supervisors Deliverable

Feeling the effects of a nationwide housing crisis.



Fairfax County needs more homes.

Data suggests we need at least 40,000 new homes in the next 9 years.



Housing production has not kept pace with employment growth

Fairfax County added twice the number of jobs (50,000) as homes (22,000) between 2013 – 2025.

We are asking our essential workers— nurses, teachers, first responders — to travel from jurisdictions that can house them, while Fairfax cannot.



Young professionals are leaving

We lose people ages 30 to 44 as they look to buy homes. We are educating a workforce that can't afford to live where they grew up and went to school.

Feeling the effects of a nationwide housing crisis.



The market isn't building homes that people can afford.

Only 13% of homes built in the last four years were affordable to the median family of four ($164,000 salary).

The median home price of $770,000 is out of reach for most families.



Rents continue to increase, leaving our most vulnerable with soaring cost burdens.

Rents increased 40% since 2015, and Fairfax County is lagging its regional peers in adding necessary rental supply.



Fairfax County can't solve this problem alone.

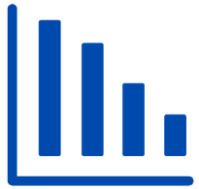
Elected leaders, authorities, commissions, community stakeholders, staff, and the development community must align on the priority that housing production and smart, strategic options for density are benefits that we want to pursue.

Housing constraints are a regional and statewide problem



Fairfax County is part of a larger, interdependent regional economy and housing market

- 39% of the people working in Fairfax County commute in from another jurisdiction
- 61% of people working in the County also live here
- About one-third of County working residents work outside of the County



Fairfax County is a leader but has work to do

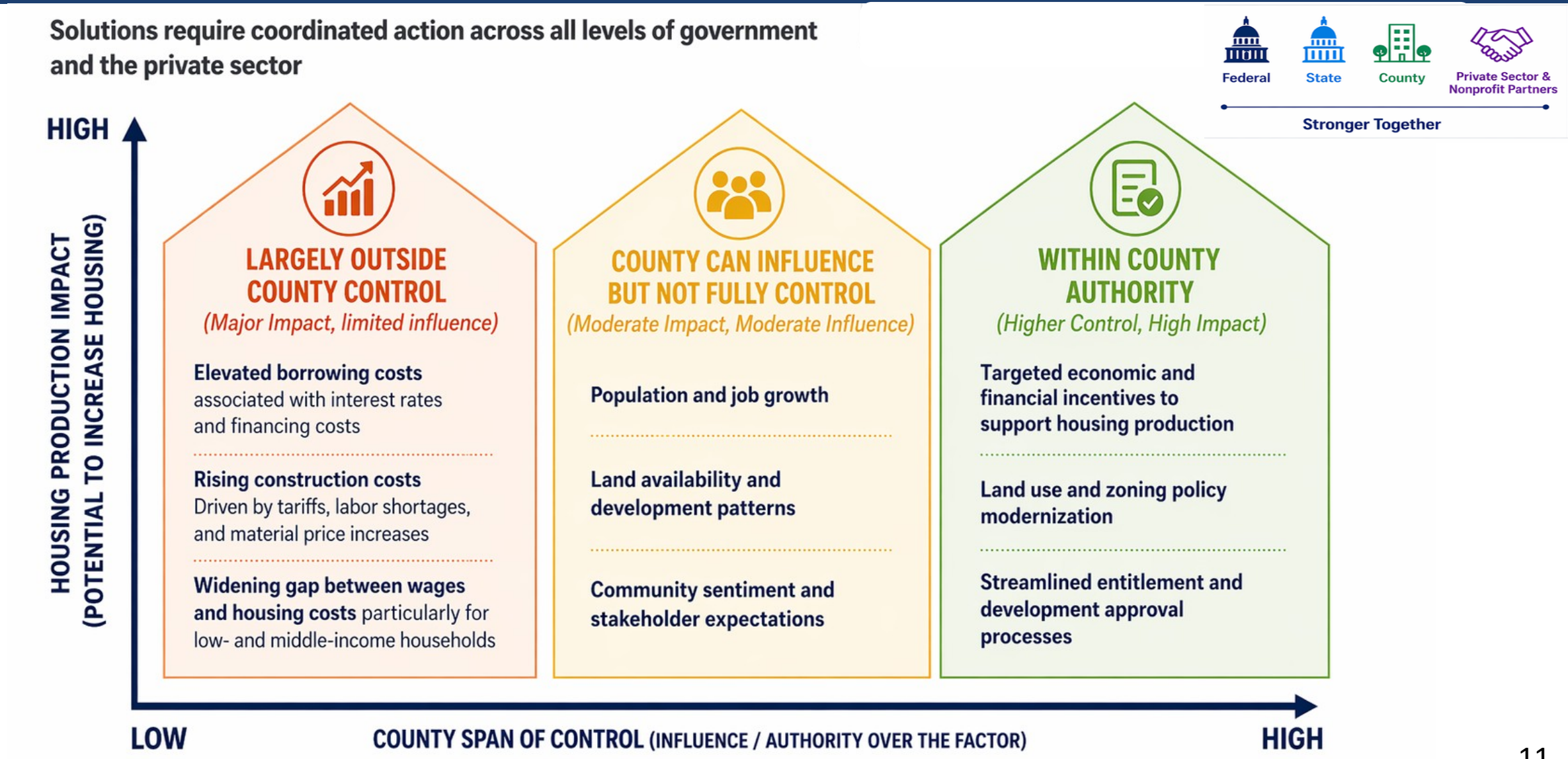
According to the latest data in the Housing Indicator Tool from Housing&, Fairfax is a regional leader in affordable housing production. We continue to lag behind DC in total housing production but are on par with our neighbors in Virginia.



Statewide policies are already being implemented

Various bills have been approved during the latest legislative session to support production goals, including bills supporting tax exemption tools, regulatory flexibility for affordable housing, and more.

The crisis exceeds the capacity of any single locality or industry



Housing Task Force: Meeting the challenges

Encourage new housing development through County policies

Create policies to defray costs of affordable housing

Improve coordination in development review

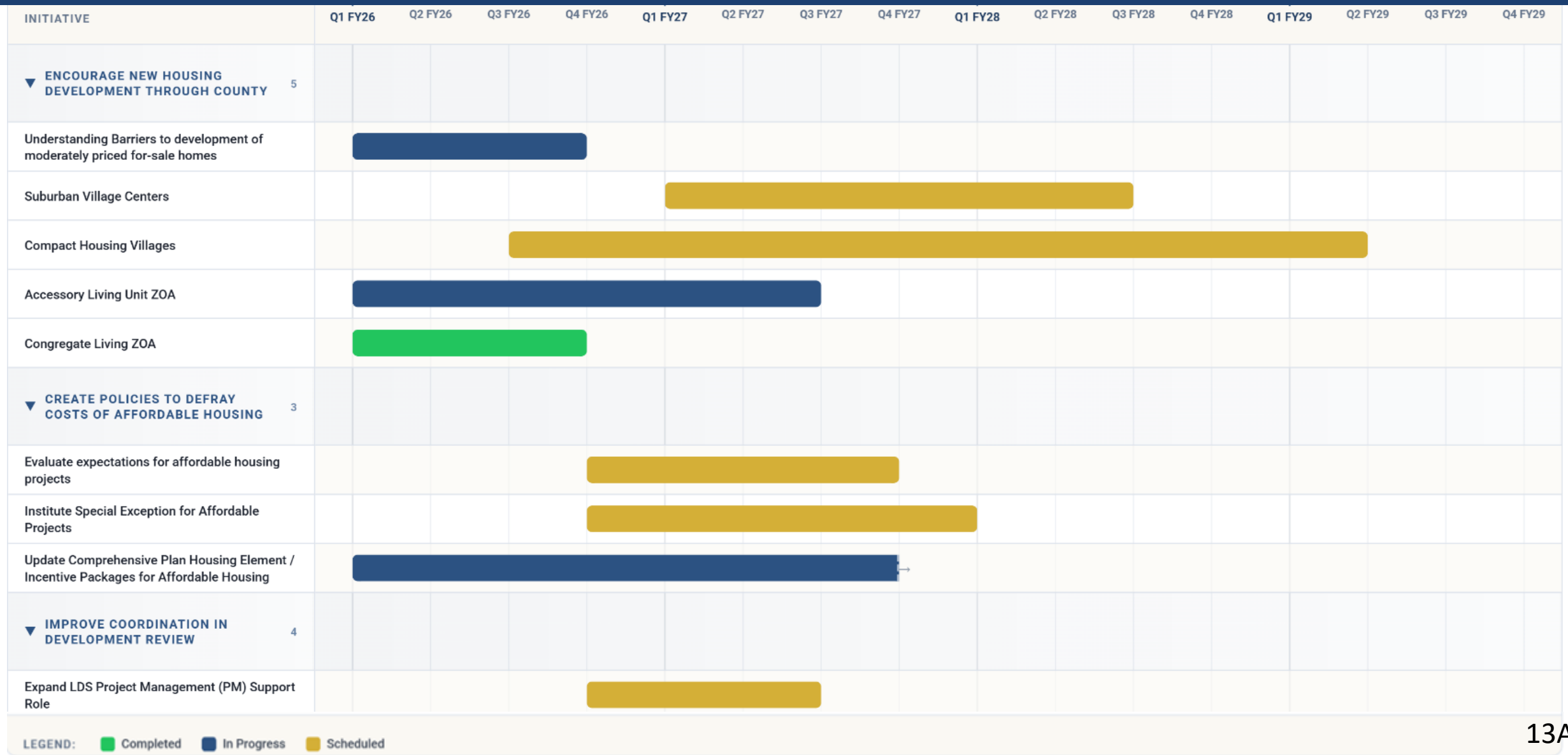
Simplify requirements and improve transparency

Expand the suite of tools for affordable housing

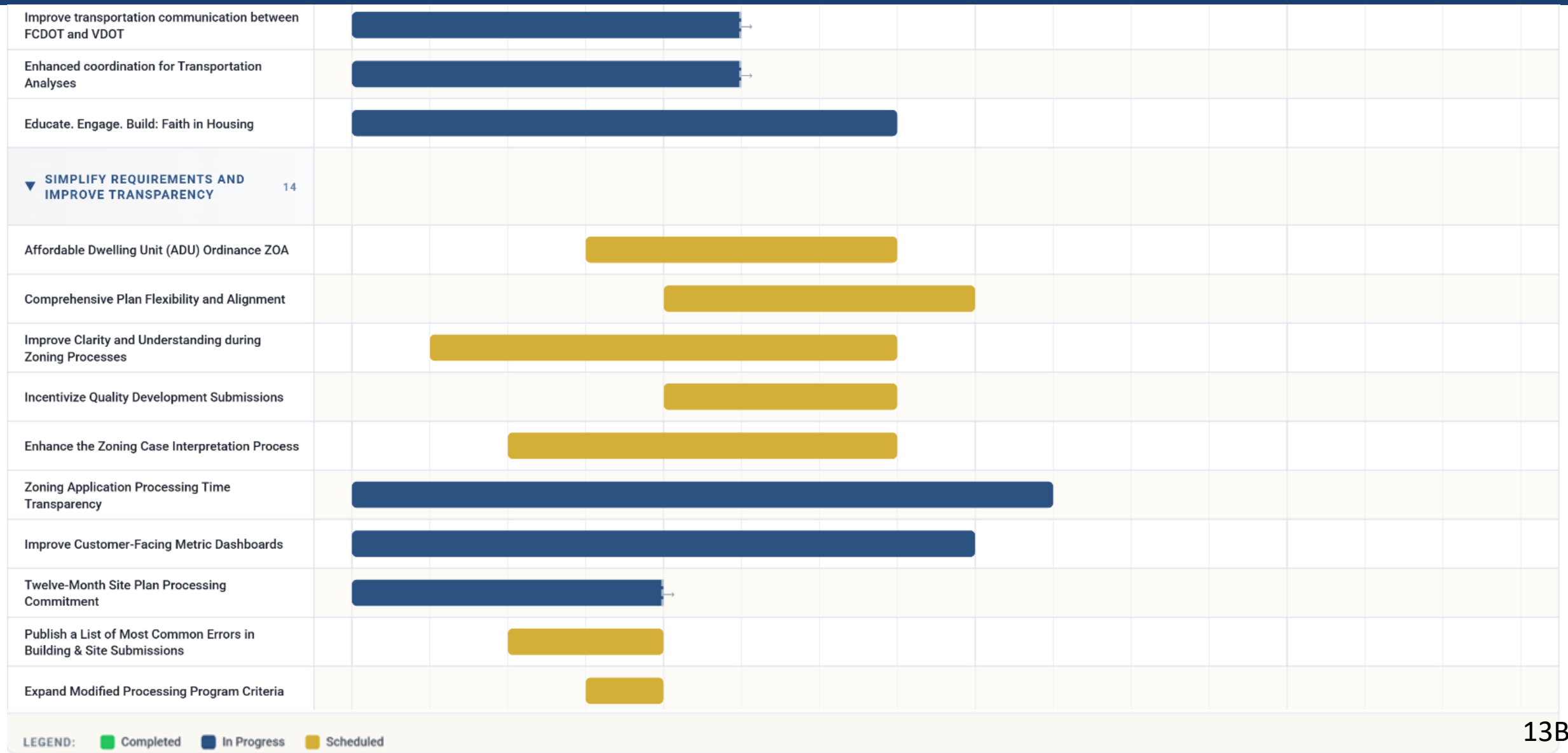
Foster more collaborative all-parties culture

Build, attract, and retain strong economic partnerships

Overall Roadmap



Overall Roadmap (Continued)



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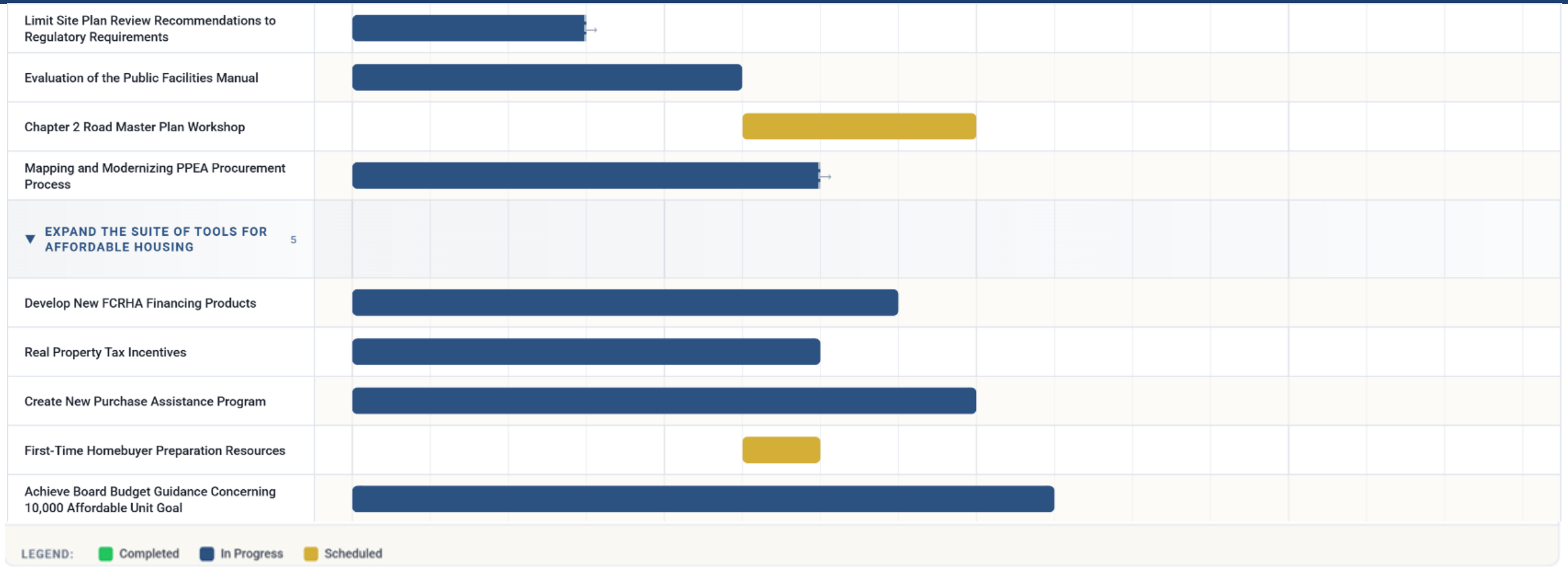

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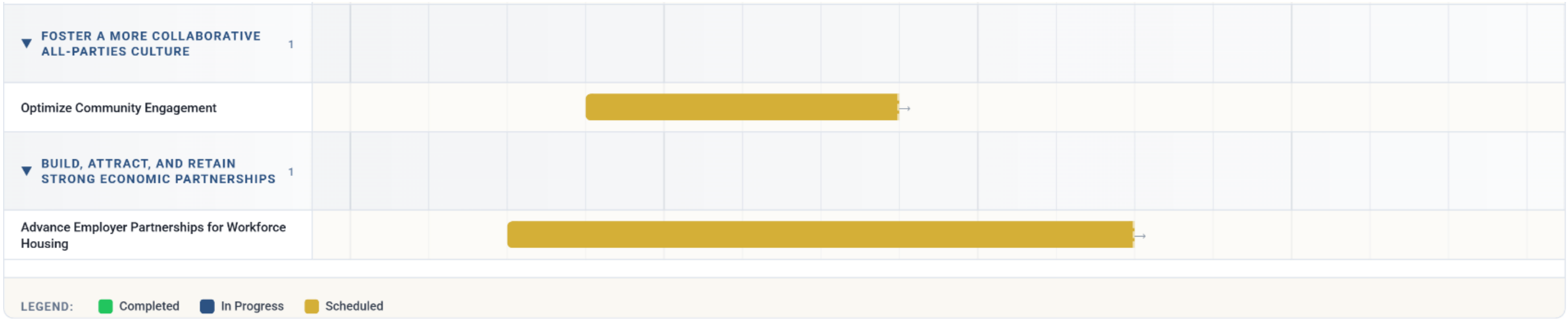


Development Community Survey

- HTF presented initiatives to cohort of private development interests– including market-rate and affordable developers, land-use attorneys, and other associated stakeholders on March 19
- Survey was provided to these external partners and County Staff SMEs
- Survey respondents evaluated efficacy of proposed initiatives toward potential to increase overall housing production
- 68% of respondents expressed some level of confidence that the initiatives will produce measurable results

58
survey respondents
including 20 county staff

68%
expressed confidence
that initiatives will produce measurable results

>50%
initiatives already underway
demonstrating immediate bias to act

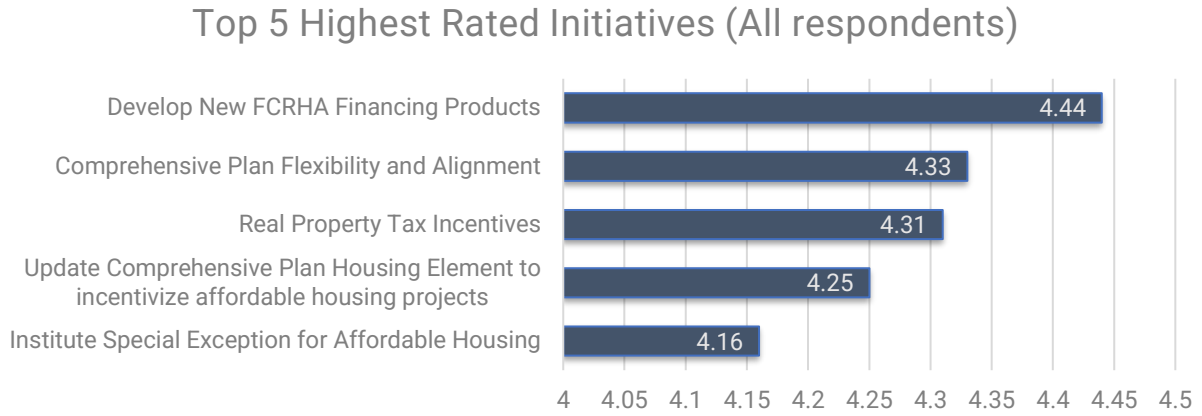
Key Themes from Open-Ended Responses *What stakeholders said they need most*

Speed up review
Reduce timelines, run concurrent processes, and eliminate unnecessary procedural steps.

Expand by-right pathways
Reduce discretionary review, expand by-right development, and remove zoning barriers.

Prioritize Housing
Explicitly prioritize housing production when considering trade-offs during entitlement and planning processes.

Sustain public outreach
Build broad understanding of the housing challenge and generate community support for increased density and diverse housing types.



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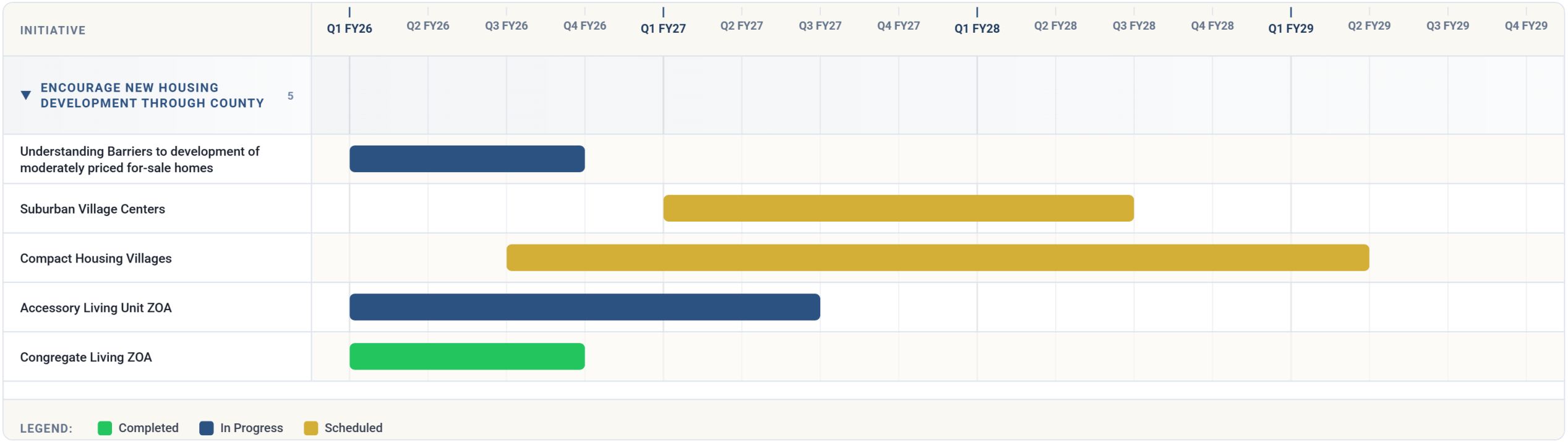
Encourage new housing development through County policies

Roadmap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Q2 FY28
Q3 FY28
Q4 FY28
Q1 FY29
Q2 FY29
Q3 FY29
Q4 FY29
ENCOURAGE NEW HOUSING DEVELOPMENT THROUGH COUNTY
5
Understanding Barriers to development of moderately priced for-sale homes
Suburban Village Centers
Compact Housing Villages
Accessory Living Unit ZOA
Congregate Living ZOA
LEGEND:
Completed
In Progress
Scheduled

Suburban Village Centers

Overview

- Commercial areas in suburban neighborhoods are experiencing functional obsolescence
- Suburban Village Centers are defined in the Comprehensive Plan as mixed-use community focal points within Suburban Neighborhoods located along arterial roadways that are appropriate for medium density housing
- Suburban Village Centers promote reinvestment by proactively positioning these areas to support a mix of medium-density housing, additional community-serving retail, and strategies to support existing businesses within designated mixed-use areas
- This initiative provides clearer Area-Wide guidance and designates the Suburban Village Centers which would enable certain rezonings without separate site-specific Comprehensive Plan amendments

Action Item	Timeline
• Request BOS authorization	Q1 FY27
• Define key considerations & analysis	Q2 FY27
• Research, analysis and stakeholder engagement	Q4 FY27
• Finalize recommendations, PC-BOS Committees	Q1 FY28
• Publication, PC & BOS Hearings	Q2 FY28

Compact Housing Villages

Overview

- Pursue a pilot development for a compact housing village, a cluster of small single-family houses sharing common amenities, sometimes referred to as “cottage” housing
- Two goals: (1) identify usefulness for County/faith community land and (2) provide positive example to community

Action Item	Timeline
• Nationwide benchmarking	Q3 FY26
• Identify potential site(s) for implementation (County-owned or private)	Q4 FY26
• Plan and rezone the site to attract a compact housing village	Q3 FY27
• Partner with a home builder to construct site	Q3 FY27
• Deliver a compact housing village	Q1 FY29

Accessory Living Unit (ALU) Zoning Ordinance Amendment (ZOA)

Overview

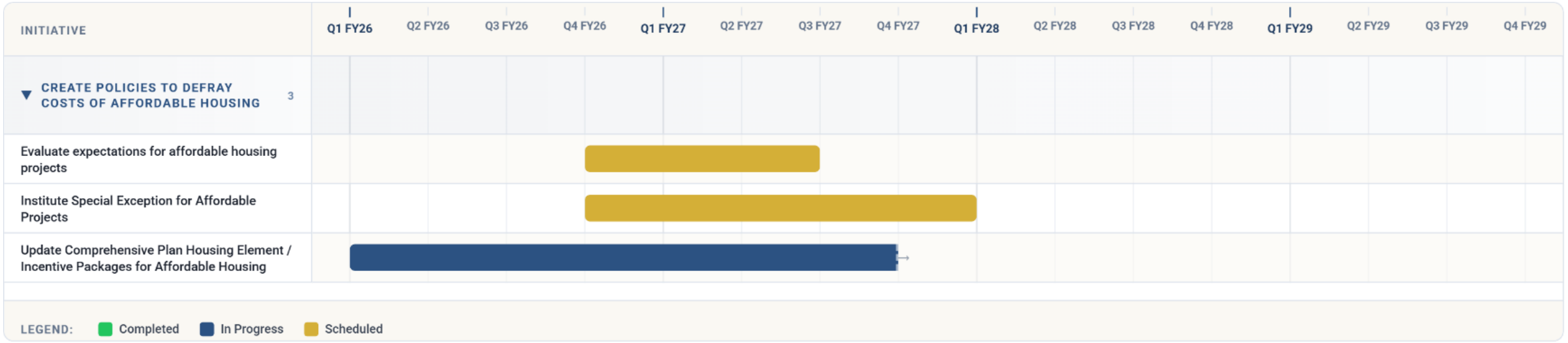
- Updated Accessory Living Unit (ALU) Ordinance Amendment to:
  - streamline the process of legally establishing ALUs
  - remove barriers preventing homeowners from adding an ALU to their property
  - address housing supply issues and provide flexible living arrangements for seniors, young professionals, and others

Action Item	Timeline
• Introduction of Concepts and Outreach	Completed
• Board and Planning Commission committee meetings with draft text	Q1 FY27
• Additional community outreach	Q2 FY27
• Authorization and public hearing	Q2 FY27

2

Create policies to defray costs of affordable housing

Roadmap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Q3 FY28
Q4 FY28
Q1 FY29
Q2 FY29
Q3 FY29
Q4 FY29
CREATE POLICIES TO DEFRAY COSTS OF AFFORDABLE HOUSING 3
Evaluate expectations for affordable housing projects
Institute Special Exception for Affordable Projects
Update Comprehensive Plan Housing Element / Incentive Packages for Affordable Housing
LEGEND:
Completed
In Progress
Scheduled

Update Comprehensive Plan Housing Element to incentivize affordable housing

Overview

- Strengthen the alignment of the Comprehensive Plan Housing Element, Policy Plan and Area Plans with housing-focused plans, studies, goals, policies and initiatives
  - Concurrent review for affordable projects
  - Standardized or expedited review for affordable projects
  - Alignment of review processes with Low Income Housing Tax Credit (LIHTC) application process

Action Item	Timeline
• Review analysis, internal coordination, draft recommendations	Q1 FY27
• Stakeholder engagement	ongoing
• Finalize recommendations/ PC-BOS Committees	Q3 FY27
• PC & BOS Hearings	Q3 FY27

Institute Special Exception (SE) for affordable projects

Overview

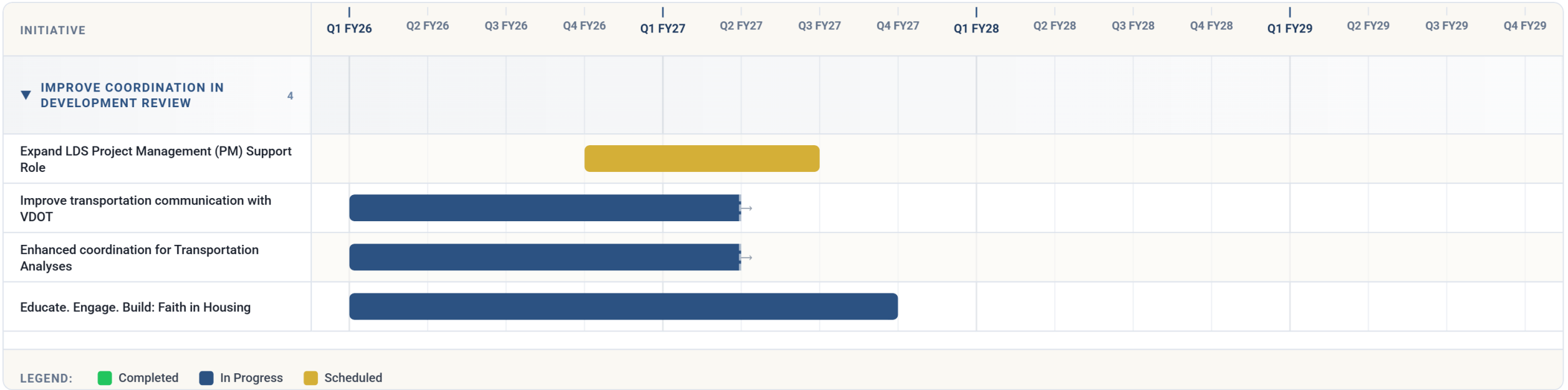
- Explore a Special Exception option allowing increased density without a rezoning and requirement for a finding of “conformance” with the Comprehensive Plan for affordable housing projects

Action Item	Timeline
• Add to Zoning Ordinance workplan	Q4 FY26
• Community outreach and staff research and initial concepts	Q2 FY27
• Presentation to PC and BOS land use committees	Q2 FY27
• Draft text, solicit community and industry feedback	Q3 FY27
• Public hearing - Planning Commission and Board of Supervisors	Q4 FY27

3

Improve coordination in development review

Roadmap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Q3 FY28
Q4 FY28
Q1 FY29
Q2 FY29
Q3 FY29
Q4 FY29
IMPROVE COORDINATION IN DEVELOPMENT REVIEW 4
Expand LDS Project Management (PM) Support Role
Improve transportation communication with VDOT
Enhanced coordination for Transportation Analyses
Educate. Engage. Build: Faith in Housing
LEGEND:
Completed
In Progress
Scheduled

Improve transportation communication with VDOT

Overview

- Senior Leader led VDOT and FCDOT Working Group to Address:
  - Applicant-FCDOT-VDOT meeting process for comment reconciliation and for communicating when FCDOT or VDOT review times are at risk
  - Minimizing conflicting comments and/or establishing comment priorities
  - Identify opportunities for developers/applicants to discuss comments directly with the commentors/reviewers
  - In collaboration with VDOT, seek to identify and publish process for formal VDOT approval on submittals (includes traffic studies)
  - Establish avenues to propose innovative solutions to VDOT that may not meet traditional standards

Action Item	Timeline
• Establish VDOT-FCDOT senior led Working Group	Q4 FY26
• Publication of above-listed topics and proposed completion dates	Q1 FY27
• Begin quarterly meetings with updates on established topics	Q1 FY27
• Industry updates and opportunity for input	Quarterly and ongoing

Expand Land Development Services (LDS) Project Manager support role

Overview

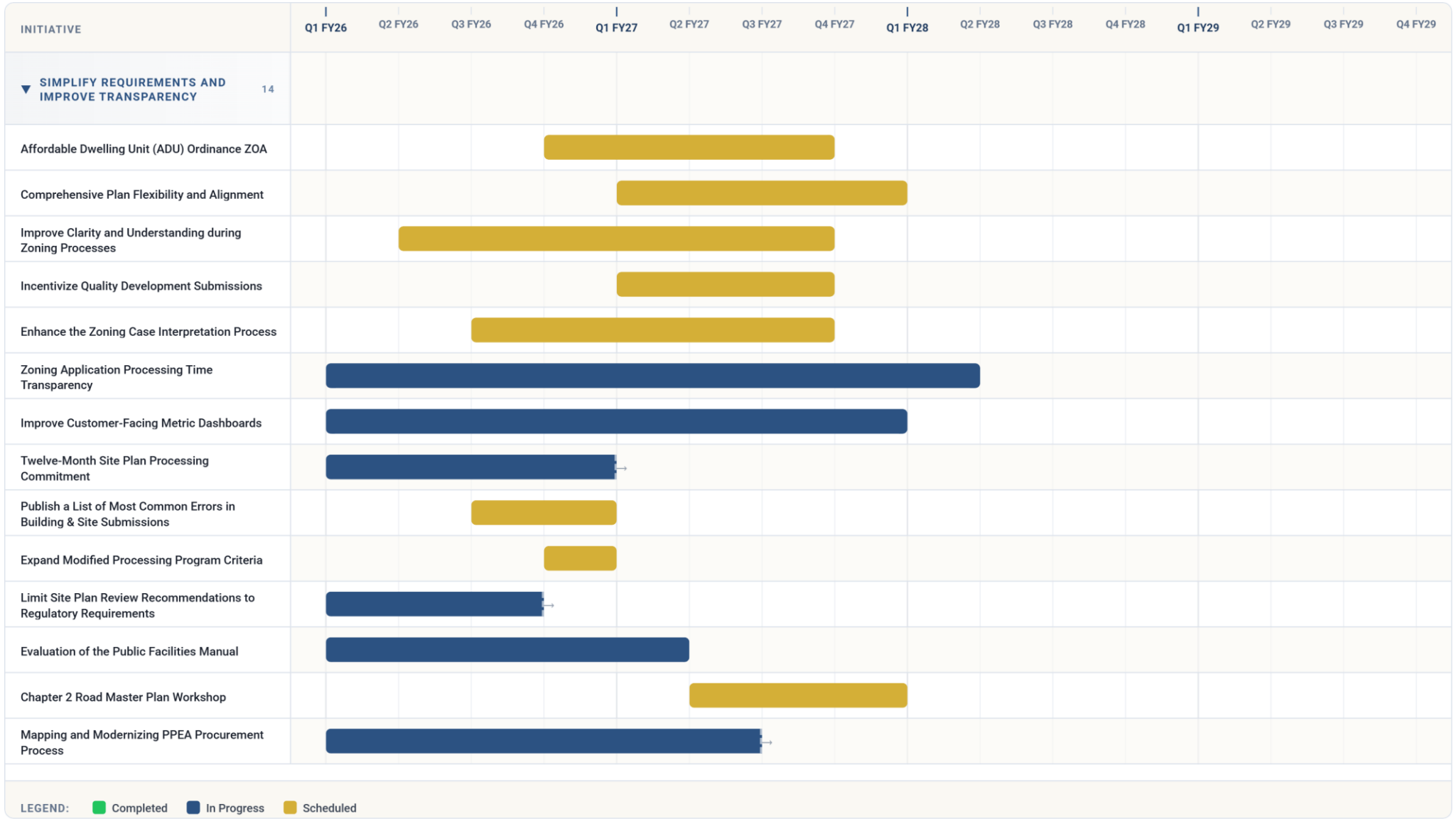
- Establish dedicated affordable housing project management support providing a single point of contact
- County to establish clear expectations and provide tailored support for affordable housing development from concept to project completion

Action Item	Timeline
• Obtain leadership approval for new position and org structure	Q4 FY26
• Develop internal procedures and criteria for project assignment	Q4 FY26
• Launch dedicated affordable housing project support	Q2 FY27
• Monitor early implementation metrics and adjust process as needed	Q2 FY27

4

Simplify requirements and improve transparency

Roadmap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Q4 FY28
Q1 FY29
Q2 FY29
Q3 FY29
Q4 FY29
SIMPLIFY REQUIREMENTS AND IMPROVE TRANSPARENCY 14
Affordable Dwelling Unit (ADU) Ordinance ZOA
Comprehensive Plan Flexibility and Alignment
Improve Clarity and Understanding during Zoning Processes
Incentivize Quality Development Submissions
Enhance the Zoning Case Interpretation Process
Zoning Application Processing Time Transparency
Improve Customer-Facing Metric Dashboards
Twelve-Month Site Plan Processing Commitment
Publish a List of Most Common Errors in Building & Site Submissions
Expand Modified Processing Program Criteria
Limit Site Plan Review Recommendations to Regulatory Requirements
Evaluation of the Public Facilities Manual
Chapter 2 Road Master Plan Workshop
Mapping and Modernizing PPEA Procurement Process
LEGEND:
Completed
In Progress
Scheduled

Affordable Dwelling Unit Ordinance Zoning Ordinance Amendment

Overview

- Respond to and address challenges experienced by developers, property owners, and staff.
- Expedite the development review and implementation of the Affordable Dwelling Unit Ordinance requirements.
- Consider alignment between Affordable Dwelling Unit and Workforce Dwelling Unit programs for consistency and predictability.

Action Item	Timeline
• Update Zoning Ordinance Work Program	Q4 FY26
• Draft revised ADU Ordinance and guideline (includes industry and public input)	Q2 FY27
• Authorization and public hearings	Q2 FY27
• Outreach and education on new processes	Q3 FY27

Comprehensive Plan flexibility and alignment

Overview

- Streamline the dual-process timeline (where both a Comprehensive Plan Amendment and rezoning are needed) for rezoning applications that are not in conformance with the Comprehensive Plan ("Plan"), and
- Amend the Area Wide guidance to fully enable flexibility introduced with Plan Forward and limit the number of future site-specific Plan amendments.

Action Item	Timeline
• Engage with FCDOT, FCPA, HCD, FCPS, and other agencies regarding the current dual-process timeline and opportunities for efficiencies and process improvements.	Q1 FY27
• Coordination with Planning Commission and BOS on dual-process timeline	Q1 FY27
• Request BOS authorization for area plan amendments	Q1 FY27
• Research, analysis and develop recommendations	Q2 FY27
• Finalize recommendations/ PC-BOS Committees	Q3 FY27
• PC & BOS Hearings	Q4 FY27

Improve clarity and understanding during zoning processes

Overview

- Streamline and prioritize zoning comments and standardize language – clear, prioritized and easy to understand staff comments
- Create templates of well-crafted comments that must reference the underlying authoritative source citing the policy, ordinance, or other published guidance
- Encourage utilization of in-person meetings for improved interaction and collaboration between staff and applicants
- Create and implement a training program for Department of Planning and Development (DPD) and Sister Agencies on how to provide comments

Action Item	Timeline
• Initiate quarterly training sessions focusing on application review process	Completed – Q2 FY26
• Reinforce in-person meetings availability	Completed -- Q3 FY26
• Memo to staff directing the use of specific, authoritative source references in all comments	Q4 FY26
• Outreach to industry to discuss comment review process in small group or one-on-one meetings	Q4 FY26
• Consider use of outside audit review of comments	Q2 FY27
• Preparation of guide/template	Q3 FY27
• Post-implementation survey or other outreach to industry	Q3 FY27

Enhance the zoning case interpretation process

Overview

- Provide clear, consistent expectations for staff, community, and elected officials
- Establishment of shorter, more predictable interpretation and site plan review timelines

Action Item	Timeline
• Prioritize/formalize discussion of schedule and expectations in initial meeting with applicant on zoning interpretations	Completed - Q3 FY26
• Establish levels of service timelines and associated metrics	Q4 FY26
• Create and provide industry training on model interpretation submissions	Q4 FY26
• Publish average timelines and timeline targets	Q2 FY27
• Customer facing dashboards	Q3 FY27

Limit Site Plan review recommendations to regulatory requirements

Overview

- Enforce standard that all review comments are based solely on code- or policy-related requirements, rather than discretionary recommendations
- Continually educate staff both within and outside of LDS Site Development and Inspection Division (SDID) to ensure review partners are actively engaged in this collaborative effort
- Improve the clarity, consistency, and predictability in site plan review while reducing or eliminating unnecessary or non-mandatory recommendations

Action Item	Timeline
• Publication of site plan review comment philosophy	Q3 FY26
• Identification by industry and engagement with LDS leadership on implementation	Ongoing
• Publication of metrics (see: “Improve customer-facing metric dashboards”)	Ongoing
• Publication of the LDS Comment QC Report	Q3 FY26

Twelve-month Site Plan processing commitment

Overview

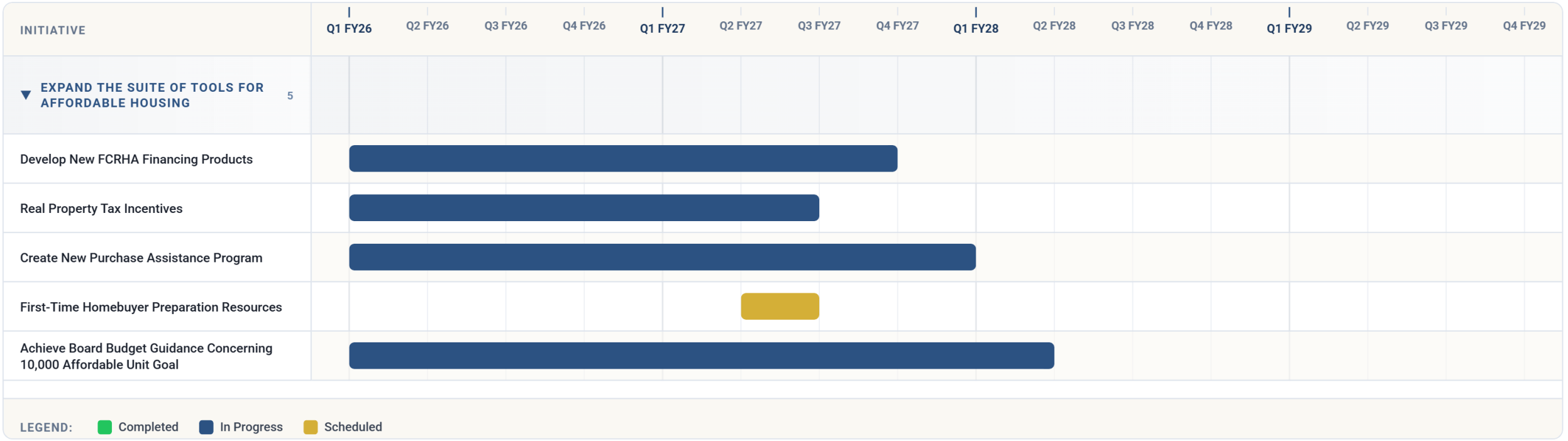
- Enabling site plan approvals within 12-months with published applicant roadmap
- Creating clear expectations for all parties through improved interagency communication, deconflicting comments, and providing clear regulatory guidance and flexible interpretations where appropriate
- Minimize unnecessary resubmittals and extended review cycles

Action Item	Timeline
• Define applicant and County timelines– resubmittal timing, number of submission, and review cycles	Completed
• Publish template outlining milestones and target timeframes	Q4 FY26
• Track site plan processing performance	Ongoing
• Report metrics through LDS Annual Report	Ongoing - Annually

5

Expand the suite of tools for affordable housing

Roadmap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EXPAND THE SUITE OF TOOLS FOR AFFORDABLE HOUSING 5
Develop New FCRHA Financing Products
Real Property Tax Incentives
Create New Purchase Assistance Program
First-Time Homebuyer Preparation Resources
Achieve Board Budget Guidance Concerning 10,000 Affordable Unit Goal
LEGEND:
Completed
In Progress
Scheduled

Real Property Tax Incentives

Overview

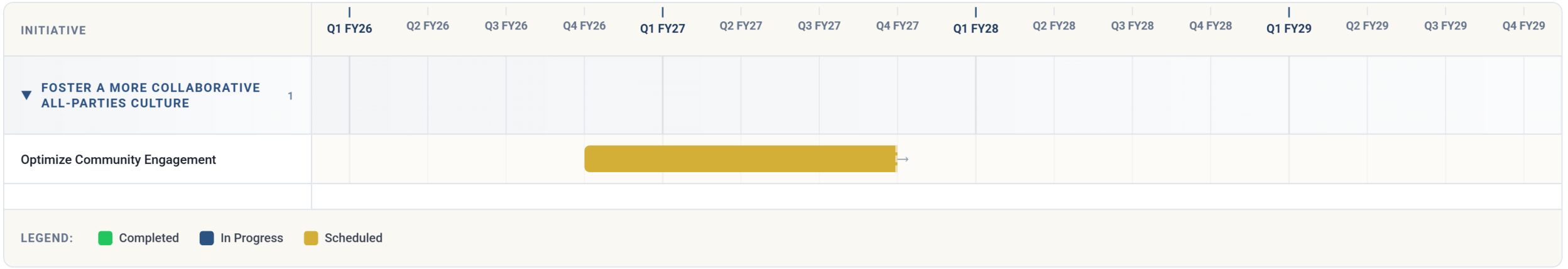
- New authority created under HB 854 during 2026 General Assembly
- Expand the level and types of property tax incentives available to support housing production for low- and moderate-income levels.
- Create benefits for preservation of existing affordable housing and new affordable housing construction projects

Action Item	Timeline
• Tax Incentive Program development and Fiscal Analysis	Q1 FY27
• County Code Revisions Proposed	Q2 FY27

6

Foster more collaborative all-parties culture oriented to “yes, if…” and not “no, because…”

Roadmap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Q3 FY28
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Q3 FY29
Q4 FY29
FOSTER A MORE COLLABORATIVE ALL-PARTIES CULTURE
1
Optimize Community Engagement
LEGEND:
Completed
In Progress
Scheduled

Optimize Community Engagement

Overview

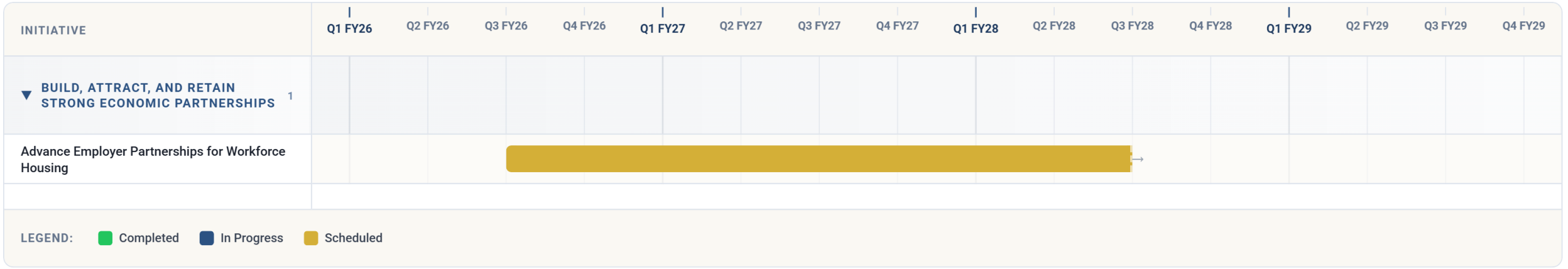
- Consistent, Unified Countywide Engagement—shared standards, principles, and practices
- Intentional, early, and coordinated engagement aligned with Countywide standards
- Standardized Countywide training and cross-department coordination, tracking & reporting
- Goal of increased, inclusive community engagement that more accurately reflects the full ranges of residents impacted

Action Item	Timeline
• Review/Update Inclusive Community Engagement Framework	Q4 FY26
• Develop staff training guidance	Q1 FY27
• Monitor and report on engagement performance	Q3 FY27, ongoing

7

Build, attract, and retain strong economic partnerships

Roadmap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Q4 FY28
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Q2 FY29
Q3 FY29
Q4 FY29
BUILD, ATTRACT, AND RETAIN STRONG ECONOMIC PARTNERSHIPS 1
Advance Employer Partnerships for Workforce Housing
LEGEND:
Completed
In Progress
Scheduled

Advance employer partnerships for workforce housing

Overview

- Leverage employer insights to define needs and inform more coordinated, scalable housing tools:
  - Employer-facing pathways to existing County housing programs for more employee referrals
  - Leveraging market intelligence and analysis
  - Partnership options including incentives and financial tools

Action Item	Timeline
• Engagement with employers to identify gaps and collaboration opportunities	Ongoing
• Research and identify potential programs, employer incentives, and financing tools	Q3 FY26
• Develop pilot programs based on employer engagement and program research	Q3 FY27
• Apply for a grant from the Virginia Housing: Workforce Housing Investment Program	FY28 budget proposal

Next Steps



REFLECT, REFINE, AND RE-ENGAGE

Reflect, refine, and re-engage based on feedback from Board of Supervisors



NEXT STEP

Incorporate feedback and continue collaborative engagement



PERIODIC PROGRESS REPORTING

Periodic Progress Reporting to begin as soon as Q1 – Q2 FY 2027



NEXT STEP

Prepare reporting framework and launch first report



TRANSPARENT AND ACCESSIBLE

Action Plan and other materials made available on website



NEXT STEP

Publish Action Plan and key materials on our website



STRONGER TOGETHER, GREATER IMPACT

Continue to grow the coalition of external partners and create opportunities for ongoing engagement between development interests and staff to ensure accountability and positive dialogue



NEXT STEP

Expand partner outreach and schedule ongoing engagement opportunities

Published content can be found on our website: https://www.fairfaxcounty.gov/topics/housing-solutions

Anticipated waypoints for future Board Actions

Q2 Fiscal Year 2027 (October – December 2026)

- Accessory Living Units (ALU) Zoning Ordinance Amendment
- Modernizing Public Private Educational Facilities and Infrastructures Act (PPEA) Guidelines
- Real Property Tax Incentives Program for Affordable Housing

Q3 Fiscal Year 2027 (January – March 2027)

- Updates to the Comprehensive Plan Housing Element
- Affordable Dwelling Unit (ADU) Zoning Ordinance Amendment

Q4 Fiscal Year 2027 (April – June 2027)

- Comprehensive Plan Flexibility & Alignment (dual-process rezoning)
- Special Exception (SE) Option for Affordable Projects

**Exact timelines TBD and subject to change based on resources and prioritization*

End of Presentation