



**Facilities & Environmental
Services Department**

Fiscal Year 2026 Report

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Message from the Director

FY26 was an outstanding year for the Facilities & Environmental Services (FES) Department. Our teams delivered essential services that keep Albemarle County running, from maintaining public buildings and grounds to advancing roadway operations, stormwater systems, and major capital projects. This year we also completed a department-wide organizational assessment, giving us a clear roadmap to modernize our organizational structure and strengthen coordination across all divisions.

The FES Environmental Services team achieved a major milestone by completing the Biscuit Run Stream Restoration project, allowing Albemarle County to meet 100 percent of its Chesapeake Bay pollution-reduction mandate ahead of schedule. The FES Facilities Maintenance team closed thousands of work orders, ensuring safe and reliable County facilities, and the FES Capital Project Management team oversaw a doubling of our capital project program now totaling more than \$200 million in active project value. The FES Public Works team advanced dam improvements, expanded roadway operations, and reinforced long-term stormwater resilience.

FY26 also highlighted the daily dedication of FES staff, the quiet but essential work that keeps buildings functioning, infrastructure safe, and services dependable for our staff and residents. Their commitment is at the heart of every accomplishment this year.

This year saw strengthened collaboration across County departments and community partners. Whether supporting emergency repairs, coordinating with environmental groups, or working with schools and regional organizations on climate and watershed efforts, FES demonstrated a shared commitment to public service and community well-being. These partnerships enhance our ability to deliver reliable infrastructure and ensure that residents experience well-maintained, safe, and welcoming public spaces.

As we move into FY27, we will build on this strong foundation by implementing our updated organizational structure, improving asset and performance management systems, and continuing to invest in resilience, sustainability, and customer service. Thank you for your support as we work to maintain a safe, sustainable, and well-connected Albemarle County.



Jeff Dumars
Director
Facilities &
Environmental
Services

Updated FES Leadership

In FY26, FES completed a comprehensive organizational assessment that provides a clear roadmap for modernizing the department and strengthening coordination across programs. This assessment guided the development of a refreshed leadership structure designed to support Albemarle County’s growing infrastructure, environmental, and operational needs.

Under the updated org structure, the Director, Assistant Director Operations Bill Strother, and Chief Administrative Officer work closely with three newly aligned Chiefs who oversee the department’s major operational portfolios. The Chief Administrative Officer position is currently in recruitment. Under this position the department will unify administrative and staff support services, including the department’s reporting functions, Print Shop, Mail Room, Security Services, and Space Management. Cai Mowry, Chief of Facilities & Public Works, now leads Facilities Maintenance, Grounds, Custodial Services, and all Public Works programs including Roadway Operations, Dam Maintenance, Drainage Infrastructure, Energy Management, and solid waste and recycling. Greg Harper, Chief of Environmental Services, continues to lead Water Resources, Water Quality, and Climate Action programs. Tyler Gifford, Chief of Capital Project Management, oversees all capital projects, including facilities, transportation, and site development initiatives.

This leadership team reflects the department’s commitment to stronger coordination, clearer accountability, and more responsive service delivery. Together, this team guides FES in managing critical infrastructure, advancing environmental stewardship, and ensuring Albemarle County residents receive reliable, high-quality public services.



Bill Strother
Deputy Director
Operations



TBD
Chief Admin.
Officer



Greg Harper
Chief
Environmental
Services



Cai Mowry
Chief Facilities
Maintenance &
Public Works



Tyler Gifford
Chief Capital
Project
Management

FES Teams & Programs

		
Administrative Services Team PROGRAMS • Administrative Services • Security Services • Space Management • Staff Services	Capital Project Management Team PROGRAMS • Capital Projects • Transportation Projects • Non-Capital Projects	Environmental Services Team PROGRAMS • Water Resource & Water Quality Programs • Climate Action & Adaptation
		
Facilities Maintenance Team PROGRAMS • Facilities Maintenance • Custodial Maintenance • Grounds Maintenance	Public Works Team PROGRAMS • County Dams Maintenance • Drainage Infrastructure Maintenance • Energy Management • Fleet Management • Road Right of Way Maintenance • Solid Waste & Recycling	

FY26 Performance Metrics

Administrative Services Team

The FES Administrative Services team provides centralized support that enables all divisions within FES to operate efficiently and deliver high-quality service to Albemarle County. The program manages financial processing, purchase orders, invoice tracking, staff recruitment, space management, security services, and internal customer service. It ensures consistent administrative practices across the department, supports compliance with County policies, and maintains accurate and timely data for budgeting, reporting, and operational decision-making. Through strong coordination and responsive service, the FES Administrative Services team helps FES maintain effective daily operations and meet its strategic and organizational goals.



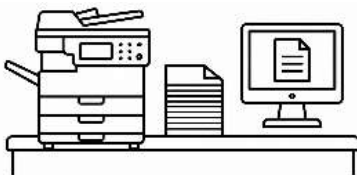
Processed 2,166 invoices, 98% were paid within 45 days of being submitted to FES Administrative Services.



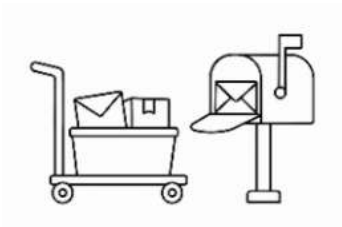
Processed 278 Purchase Orders to support contract and agreement execution and payment of invoices.



Managed 24 position recruitments and achieved the goal of reaching a hiring recommendation within six weeks on average after the position is advertised.



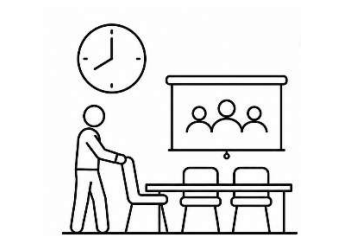
Printed over 1.8 million pages in FY26.



Processed over 116,000 pieces of County mail.



Welcomed and managed security for 18,984 visitors to the McEntire County Office Building



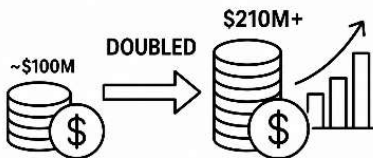
Provided staff and support for 312 hours of meetings or events held in the evening, weekends, or after normal business hours.

Capital Project Management Team

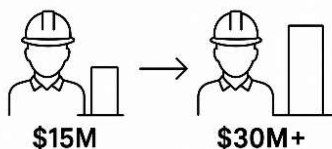
The FES Capital Project Management team oversees the planning, design, and delivery of Albemarle County's major capital investments, ensuring that facilities, transportation improvements, and site-development projects are completed efficiently, responsibly, and in alignment with community needs. The division manages the full project lifecycle, from early scoping and budgeting through construction and close-out—providing technical expertise, coordination with contractors and consultants, and consistent project oversight. Through disciplined management practices and strong collaboration with County departments and external partners, the FES Capital Project Management team ensures public infrastructure is built to high standards of safety, durability, and long-term value.



Completed generational capital construction projects including the new General District Court Building, The Square in Crozet, and Biscuit Run Park Phase One.



More than doubled the total design and construction program value from approximately \$100 million to over \$200 million.

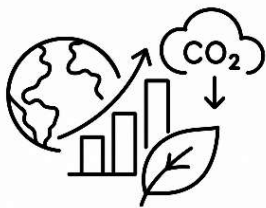


Doubled the average value of projects managed per project manager, increasing from approximately \$15 million to over \$30 million per PM.

Environmental Services Team

The FES Environmental Services team leads Albemarle County's efforts to protect natural resources, improve water quality, implement climate mitigation and adaptation programs, and strengthen long-term environmental resilience. The program manages stream and watershed protection, water-quality monitoring, climate action initiatives, pollution-reduction strategies, and compliance with state and federal environmental requirements. Through planning, engineering, environmental monitoring, and restoration projects, the FES Environmental Services team ensures the County meets regulatory mandates while supporting a cleaner, healthier, and more sustainable environment for residents.

The team advances key initiatives such as stream restorations, water-quality improvement projects, greenhouse gas reduction efforts, community climate programs, and building energy-efficiency upgrades. These efforts support Albemarle County's commitment to environmental stewardship and help prepare the community for long-term climate adaptation. Environmental Services works closely with partner organizations, state agencies, and community groups to strengthen local resilience and foster collaboration across environmental and sustainability priorities.



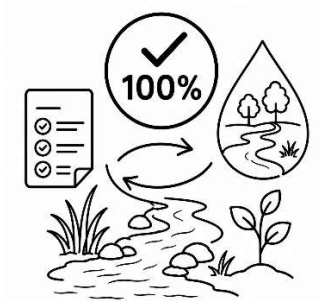
Implemented projects that will reduce 326 metric tons of greenhouse gas emissions (MT CO₂e) per year. The FY26 target was 343 MT CO₂e.



Supported LEAP's Energy Smart Program and AHIP's Residential Energy Improvements Program to complete 78 energy checkups and 27 energy retrofits for homes within Albemarle County.



Supported ReLEAF to plant 50 trees in County Parks.



Completed a 15-year effort to meet 100% of Chesapeake Bay Total Maximum Daily Load (TMDL) mandated pollution reduction targets by implementing the Biscuit Run Stream Restoration project, which will annually prevent 1,390 lbs. of nitrogen, 1,400 lbs. of phosphorus, and 1,049 tons. of sediment from reaching the Chesapeake Bay.

As part of the Biscuit Run Stream Restoration project, 6,527 feet of stream was restored, approximately 9,800 native plants installed, and 47 structures replicating "beaver dams" were installed.



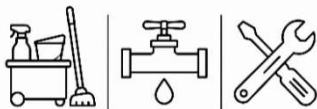
Completed \$350,000 in repairs to failing drainage channels.

Facilities Maintenance Team

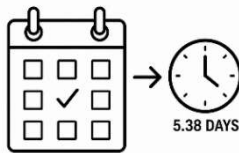
The FES Facilities Maintenance team is responsible for ensuring that all county facilities remain safe, reliable, and fully operational for employees and the community. The team manages a wide range of essential functions, including preventive maintenance, building repairs, system monitoring, and service coordination with contractors and internal departments.

With coverage across multiple buildings and property types, the Facilities Maintenance team works proactively to prevent issues before they arise and responds quickly when unplanned needs occur. The team oversees HVAC systems, electrical and lighting upkeep, plumbing repairs, access control, safety equipment, general building care, and support for office renovations and space changes.

Service requests, whether routine or urgent, are tracked, prioritized, and completed with a focus on timeliness, quality, and minimizing disruptions to operations. Through consistent service, technical expertise, and a commitment to reliability, the Facilities Maintenance team plays a vital role in keeping county buildings functioning effectively and supporting the work of all departments.



Completed 1,288 custodial, 248 grounds, and 908 maintenance in-house workorders.



Completed in-house workorders in 5.38 days on average, surpassing the goal of closing workorders within seven days.



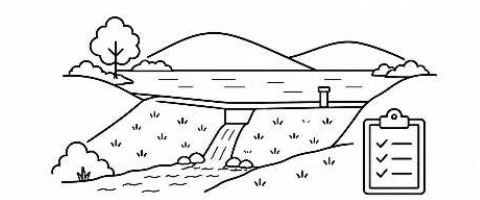
Completed 248 repair and maintenance workorders using outside contractors.



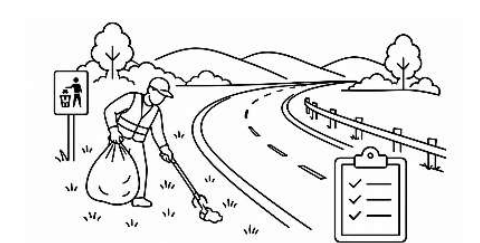
Completed contractor workorders in 61.53 days on average, nearly achieving the goal of completing contractor workorders within 60 days (Note: goal includes payment processing).

Public Works Team

The FES Public Works team oversees roadway right-of-way maintenance, drainage infrastructure repair, county dam maintenance, energy management programs, fleet services, and solid waste and recycling operations. In FY26, expanded roadway maintenance and litter collection efforts, improved debris and street sweeping operations, and supported countywide energy efficiency and fleet management initiatives. The FES Public Works team plays a vital role in safeguarding community infrastructure, reducing environmental risks, and ensuring Albemarle County remains safe, accessible, and well-maintained for all residents



FES manages four high hazard potential dams and three are low hazard potential dams regulated by the Virginia Department of Conservation and Recreation (DCR). FES secured \$540,000 in DCR funding in FY26 to support dam repair projects.



The FES roadway litter collection program addressed 748 miles of roads in FY26 collecting 2,651 bags of litter.



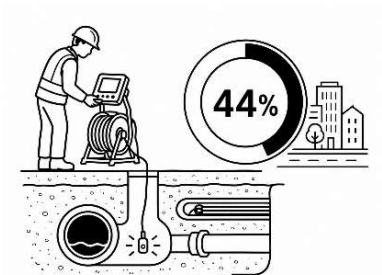
"Sweeping Beauty" swept 354 miles of roads in FY26 removing 111 tons of debris.



The FES roadway maintenance program repaired 60 damaged street name signs.



The Albemarle County electric vehicle chargers available to the public that are managed by FES had an average utilization rate of 61.7% producing an estimated greenhouse gas emissions reduction of 312 metric tons (MT CO₂e).

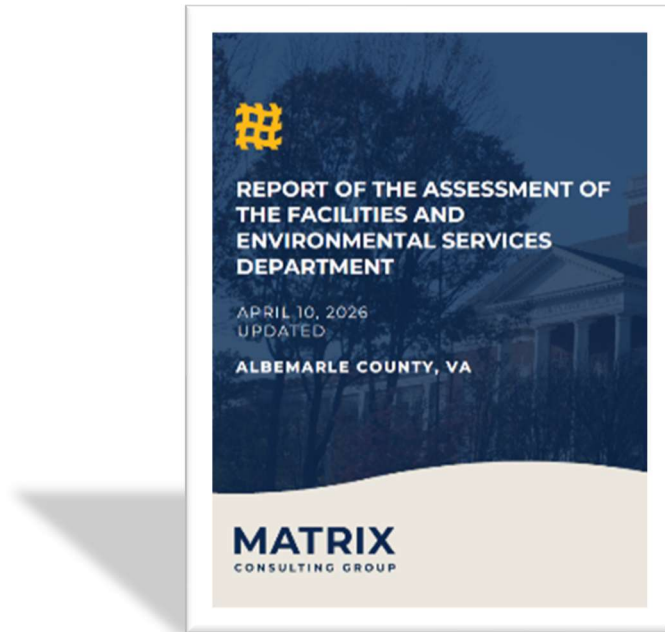


Assessed 30,812 feet of underground drainage infrastructure, increasing the cumulative percent of urban infrastructure assessed to 44%.



Responded to 100% of the 35 drainage complaints received.

FY26 FES Success Stories



FES Organization Assessment

FES completed a comprehensive organizational assessment in FY26, the result of more than a year of collaboration with the County Executive Office, Performance & Strategic Planning, Human Resources, and an external consultant. The assessment provides a data-driven roadmap to modernize FES and align the department with national facilities management and public works standards.

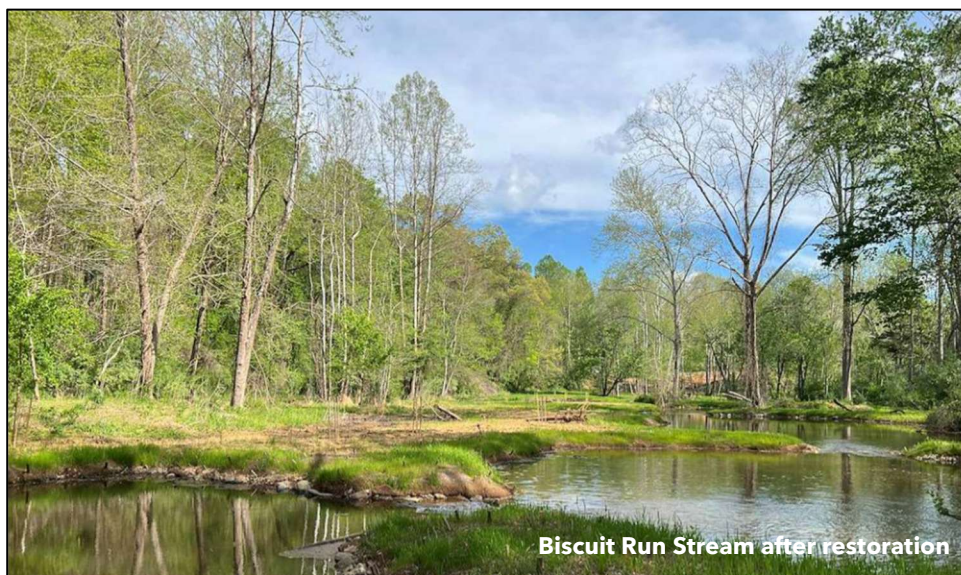
Key improvements include:

- Strengthening project delivery to support the County's growing facilities and infrastructure needs.
- Expanding asset management systems for proactive, cost-effective maintenance.
- Improving coordination across divisions to unify public works operations.
- Increasing operational resilience to ensure long-term, sustainable infrastructure planning.
- Enhancing customer service through timely responses, transparent processes, and service models that meet community expectations.

The assessment will guide future infrastructure investments, such as improved drainage, stormwater resiliency, and modernized County facilities, by establishing strong internal systems, clear workflows, and updated technology and staffing structures. It presents a forward-looking vision for how FES will support Albemarle County's facility development patterns, and capital priorities and expansion.

As Albemarle County continues to invest in infrastructure that connects neighborhoods, supports economic vitality, and enhances quality of life, the assessment serves as a foundational document. It sets the stage for a more capable and efficient public works department, improved maintenance and service delivery, stronger capital project outcomes, and clearer alignment with long-term strategic goals.

Implementation of recommended improvements has already begun, with broader transitions planned over the next fiscal year to ensure staff support and operational continuity.



Chesapeake Bay TMDL

With completion of the Biscuit Run Stream Restoration project in FY26, Albemarle County has fully met its pollution-reduction obligations under the 15-year Chesapeake Bay cleanup mandate two years early. Since 2013, Virginia DEQ has required Albemarle County to reduce nitrogen, phosphorus, and sediment discharges to local streams, with targets of 5% reduction by 2018, 40% by 2023, and 100% by 2028. Local reductions contribute directly to improved water quality in Chesapeake Bay.

FES achieved these reductions by building new stormwater facilities, retrofitting older systems to improve pollutant removal, and implementing multiple stream restoration projects. See table below for completed projects.

Table: FES Water Quality Projects

Project	Year Completed
Biscuit Run stream restoration	2025
RiverRun stream restoration	2019
Chapel Hills stream restoration	2019
Church Road / Hillsdale conversion to stormwater wetlands	2015
Four Seasons stream restoration	2015
WAHS biofilter	2014
Crozet natural channel at stormwater wetlands	2012
Woodbrook Lagoon retrofit to sand filter and wetlands	2012
COB-McIntire lower parking lot biofilter	2011

Since 2016, SLAF grants have covered up to 50% of eligible project costs, providing \$1.25M in funding for the Chapel Hills, Riverrun, and Biscuit Run projects.

Although the County has met current Bay reduction requirements, future obligations may increase due to regulatory updates, continued development, and expanded jurisdictional areas. Significant work also remains to address impairments in local streams.



FES Facilities Maintenance

The FES Facilities Maintenance team works quietly across hallways, rooftops, and grounds to keep public spaces safe, comfortable, and operational. FY26 highlighted the scale of this behind-the-scenes effort. While our staff expect lights, climate control, secure entrances, and functioning emergency systems, these daily necessities rely on countless actions from our maintenance, grounds, and custodial crews.

In FY26, the teams managed 2,692 workorders (1,288 custodial, 248 grounds, and 908 maintenance in-house workorders, as well as 248 workorders using outside contractors) across fire stations, libraries, historic buildings, and county offices, often resolving issues before anyone noticed them. Their work ranged from quick fixes that prevented disruptions to complex repairs that protected long-term infrastructure. Crews restored HVAC systems, repaired fire alarms and sprinklers, cleared storm debris, fixed aging roofs, sealed brick on historic structures, and replaced mechanical components long past their expected service life.

Key projects included:

- Emergency condenser relocation at COB McIntire after ice damage
- Foundation leak repair at Old Crozet School
- Emergency condenser repair at Northside Library
- Entrance and landscape improvements at COB McIntire
- Pavement repair at ACFR Station 17 in Scottsville

These efforts support the daily functioning of courtrooms, libraries, fire stations, and public spaces. FY26 data shows ongoing needs in HVAC reliability, grounds care, building security, structural repairs, and renovations, reflecting the natural aging of our public facilities.

Ultimately, the FES Facilities Maintenance team doesn't just repair buildings, they safeguard community services, ensuring that every county facility remains safe, reliable, and ready for residents and staff.



FES Dam Safety Program

In FY26, FES advanced Albemarle County's Strategic Plan by making significant progress in its Dam Safety Program, which ensures County-owned dams are properly operated, maintained, and compliant with Virginia's dam safety regulations. The County maintains seven regulated dams - Chris Greene Lake, Upper Mint Springs, Middle Mint Springs, Walnut Creek, Hollymead, Hillcrest (adjacent to Monticello High School), and Greens Dam at Rivanna Station - and two non-regulated dams - Mosby Mountain Dam #2 and Key West Dam.

All regulated dams received annual inspections, updated permits were submitted through the Virginia Department of Conservation and Recreation's Dam Safety Inventory System (DSIS), and County staff served as owner representatives and project managers for major dam improvement projects at Mint Springs and Rivanna Station. FES also supports private dam owners in proper dam operation.

This year's achievements reflect strong regulatory compliance and substantial infrastructure investment. FES secured more than half a million dollars in state

funding, including \$500,000 for Middle Mint Springs Dam construction and over \$40,000 for Rivanna Station Dam design, significantly reducing the cost of critical safety improvements. Construction at Middle Mint Springs is underway, and design work for the Rivanna Station dams is complete. These efforts improve public safety, protect downstream communities, and strengthen long-term stormwater resilience, key priorities of Strategic Plan Goal 3: Infrastructure & Placemaking.

Looking ahead, the Dam Safety Program is increasing operational capacity to support future inspections, emergency action plan exercises, and improved water-level monitoring systems. FES will continue serving as owner representatives and project managers throughout construction and will pursue additional state funding for ongoing dam improvements. These actions establish a clear path for maintaining safe, reliable public infrastructure and ensuring County dams remain secure, resilient, and well managed for years to come.



Expanding FES Capital Project Portfolio

Over the past year, the FES Capital Project Management team has seen an unprecedented surge in both the volume and complexity of its capital projects. Despite this rapid growth, the team continues to deliver high-quality results with the same number of project managers, reflecting exceptional adaptability, professionalism, and dedication to public service.

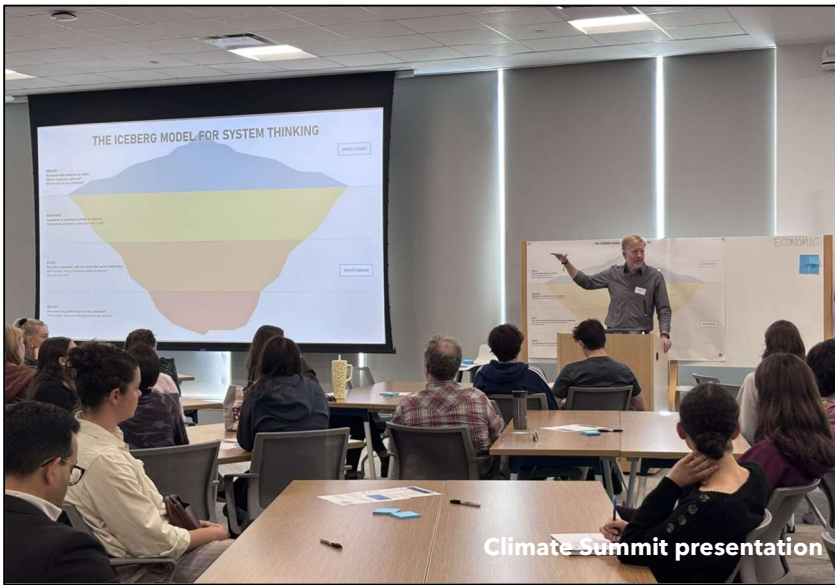
In FY24, six project managers oversaw approximately 20 active projects valued at \$90 million. Work during this period focused largely on core community facilities, including the new Biscuit Run Park and the County's largest undertaking at the time, the \$54 million Courts Complex Addition & Renovation, modernizing Judicial, Clerks, and Sheriff services.

However, the capital program has expanded dramatically. Active projects increased to 35, and total project value more than doubled to over \$200 million. This growth spans all service areas, transportation, parks, public safety, water resources, and facilities, driven by rising needs from County operations and the broader community. Individual projects also grew

in scale and complexity, highlighted by the County's most significant initiative to date: the \$69 million design-build bundling of the Boulders Road and Eastern Avenue extensions. This major infrastructure investment will enhance regional connectivity, support economic development, and improve mobility for thousands of residents.

Despite the substantial escalation in workload in FY26, FES Capital Project Management staffing levels remain unchanged. The team relies on disciplined project managers running manual project management processes and controls, as well as strong coordination with partner agencies, and a deep commitment to ensure responsible stewardship of taxpayer resources.

As Albemarle County progresses through FY27 and beyond, the FES Capital Project Management team remains committed to "Building a Better Albemarle", delivering high-quality infrastructure that enhances safety, accessibility, environmental resilience, and overall quality of life for residents.



Climate Summit at North Fork

The FES Climate Action Program oversaw the County partnering with Albemarle County Public Schools to design and co-facilitate the County's first Climate Summit on October 23rd, 2025, at North Fork. The Summit welcomed 120 Advanced Placement Environmental Science students from County high schools to explore the climate crisis in a deeper and more nuanced way. The goal was not to quickly generate surface-level solutions, but rather to better understand the nature of the problems and how best to address them. The outcome was a student population better equipped to tackle the environmental, social, and economic challenges posed by climate change.

More than two dozen staff and other community members played an active co-facilitation role in the Summit, which is a testament to our community's commitment both to our students and to thoughtful climate action. Organizations represented at the event included Albemarle County, Albemarle County Public Schools, the City of Charlottesville, the Community Climate Collaborative, Cultivate Charlottesville, Nature Connection Lab, Piedmont Environmental Council, Piedmont Housing Alliance, Piedmont Virginia Community College, the Rivanna Conservation Alliance, the Thomas Jefferson Planning District Commission, and the University of Virginia.

During the Summit, students joined local experts in one of four "environments": natural, social, built, or economic. After an overview of that "environment," students worked in small groups of three to six people to dig deeply into one challenge related to the climate crisis. For example, teams in the Built Environment explored topics such as deforestation, air pollution, and waste. For each challenge, the team explored several layers of the problem: (a) the human behaviors that lead to the problem; (b) the societal rules, structures, and systems that lead to those behaviors; and (c) the underlying values, assumptions, and beliefs that lead to those rules, structures, and systems. The student reflections were as insightful as any group of adults doing this work! Finally, both early in the day and before the students left, time was spent acknowledging the emotional weight of this work and tools were provided for the students to do this work in ways that allow them to care for themselves and each other.

The FES Climate Action Program wishes to thank all County staff and our community members that helped make this first Summit a success. The Program is already working toward a second Climate Summit in October 2026!

Albemarle County Facilities & Environmental Services Department

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FES Mission Statement:

Oriented towards action, with a deep dedication to service, FES seeks to provide exceptional stewardship of Albemarle County's public facilities, lands, and natural systems to serve the County organization and broader community safely, sustainably, and with lasting value.