



AMENDMENTS TO THE PERSONNEL REGULATIONS  
FOR THE COUNTY OF FAIRFAX, VIRGINIA

<b>TO:</b>	Department Heads, HR Managers, and Payroll Contacts	<b>DATE:</b>	September 14, 2021
<b>FROM:</b>	Catherine Spage, Human Resources Director		
<b>SUBJECT:</b>	Personnel Regulations Update		
<b>TRANSMITTAL NO.:</b>	1-2021	<b>BOARD APPROVAL DATE:</b>	September 14, 2021 Revisions to Chapters 1, 2, 5, 7, 16, and 17

On September 14, 2021, the Board of Supervisors approved revisions to the Fairfax County Personnel Regulations. During the 2021 special session 1 of the General Assembly, HB 2161/SB 1410 was passed, signed into law by the Governor, and took effect July 1, 2021. HB 2161/SB 1410 expanded the protections for veterans by explicitly prohibiting discrimination in public employment based upon military status. The Personnel Regulations revisions are to ensure compliance with HB 2161/SB 1410 and all changes are effective July 1, 2021.

The following summarizes the changes, by chapter:

**Chapter 1 – Authority and Scope of Fairfax County Merit System Ordinance and Personnel Regulations**

- Removed veteran and added military in Section 1.9-2.

**Chapter 2 – Definitions**

- Added Military Status definition on Page 2-7.

**Chapter 5 – Recruitment and Examination**

- Removed veteran and added military in Section 5.1-1.

**Chapter 7 – Certification and Appointment**

- Removed references to veterans and added military status in Section 7.8-1.

**Chapter 16 – Conduct and Discipline - Standards of Conduct Addendum No. 1**

- Under Personal Behavior and Conduct, under “*Employees are expected to,*” removed references to veterans and added military status; under “*Employees are prohibited from,*” added military status to the list of protected classes and removed veterans’ status or disabled veterans’ status and added military status.

**Chapter 17— Grievance Procedure**

- Removed references to veterans and added military status in Section 17.3-2d.
- Corrected citation to Va. Code § 15.2-1507(a)(9) to § 15.2-1507(A)(9) in Section 17.5-4e.