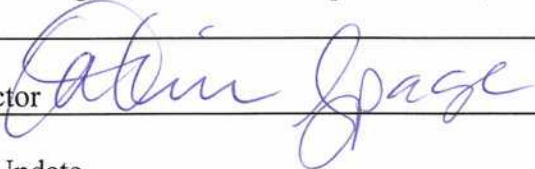




AMENDMENTS TO THE PERSONNEL REGULATIONS
FOR THE COUNTY OF FAIRFAX, VIRGINIA

TO:	Department Heads, HR Managers, and Payroll Contacts	DATE:	September 15, 2020
FROM:	Catherine Spage, Human Resources Director		
SUBJECT:	Personnel Regulations Update		
TRANSMITTAL NO.:	3-2020	BOARD APPROVAL DATE:	September 15, 2020 Revisions to Chapters 1, 5, 7, and 16

On September 15, 2020, the Board of Supervisors approved revisions to the Fairfax County Personnel Regulations. The revisions are predominately due to Senate Bill 868 legislation passed by the General Assembly in May 2020 which were effective July 1, 2020. These are mandatory changes regarding groups against whom discrimination is prohibited.

The following summarizes the changes, by chapter:

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

- In Section 1.2-3 on page 1-2: Correct section numbering.
- In Section 1.9-2 on page 1-4: Added the language pregnancy or related medical conditions, gender identity, sexual orientation, veteran status.

Chapter 5 - Recruitment and Examination

- In Section 5.1-1 on page 5-1: Added the language pregnancy or related medical conditions, gender identity, sexual orientation.

Chapter 7 - Certification and Appointment

- In Section 7.8-1 on page 7-7: Added the language pregnancy or related medical conditions, gender identity, sexual orientation. Also corrected numbering at the end of that section from 7.7-5 to 7.5-5.

Chapter 16 - Conduct and Discipline

- In the Standards of Conduct - Personal Behavior and Conduct on pages 16-6 and 16-7:
 - In the Section entitled Employees are expected to: Added language pregnancy or related medical conditions, gender identity.
 - In the Section entitled Employees are prohibited from: Added language pregnancy or related medical conditions, gender identity in two paragraphs.