



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

TO:	Department Heads, HR Managers, and Payroll Contacts	DATE:	June 24, 2020
FROM:	Catherine Spage, Human Resources Director		
SUBJECT:	Personnel Regulations Update		
TRANSMITTAL NO.:	2-2020	BOARD APPROVAL DATE:	June 23, 2020 Revisions to Chapters 4, 7, 10, 12, and 17

On June 23, 2020, the Board of Supervisors approved revisions to the Fairfax County Personnel Regulations. These changes align definitions, add paid family leave, and ensure compliance with Va. Code § 15.2-1507.

The following summarizes the changes, by chapter:

Chapter 4 – Pay Plan, Hours of Work and Overtime

- Removed language referencing class title Animal Control Officers as no longer used and replaced with class title Animal Protection Police Officers. This change is effective immediately.

Chapter 7 – Certification and Appointment

- Removed language referencing class title Animal Control Officers as no longer used and replaced with class title Animal Protection Police Officers. This change is effective immediately.
- Added language regarding Paid Family Leave. This change will be effective on October 10, 2020 and will be posted at that time.

Chapter 10 – Leave

- Removed language referencing Parental Leave and added language referencing Paid Family Leave. Added Paid Family Leave as type of leave used for Family and Medical Leave. This change will be effective on October 10, 2020 and will be posted at that time.

Chapter 12 – Performance Management

- Updated reference to Section 7.5 to Section 7.5-3. Removed language referencing class title Animal Control Officer and replaced with class title Animal Protection Police Officer. These changes are effective immediately.

Chapter 17 – Grievance Procedure

- Added to Section 17.3-2(d) that discrimination against an employee based on “pregnancy, childbirth or related medical conditions, sexual orientation, gender identity” are types of grievable complaints which receive binding decisions from a three-member panel of the Civil Service Commission. This change is effective July 1, 2020 and will be posted at that time.