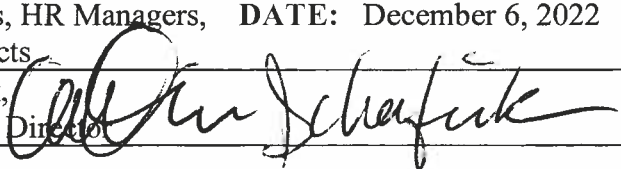




AMENDMENTS TO THE PERSONNEL REGULATIONS  
FOR THE COUNTY OF FAIRFAX, VIRGINIA

<b>TO:</b>	Department Heads, HR Managers, and Payroll Contacts	<b>DATE:</b>	December 6, 2022
<b>FROM:</b>	Catherine Schafrik, Human Resources Director		
<b>SUBJECT:</b>	Personnel Regulations Update		
<b>TRANSMITTAL NO.:</b>	2-2022	<b>BOARD APPROVAL DATE:</b>	December 6, 2022 Revisions to Chapters 1,2, 5, 7, and 10

On December 6, 2022, the Board of Supervisors approved revisions to the Fairfax County Personnel Regulations. During the 2022 session of the Virginia General Assembly, HB710, HB1063, and HB231 were passed, signed by the Governor, and took effect July 1, 2022.

HB710 amended Va. Code § 15.2-1509, veterans' preferences, by requiring local governments to give preference or consideration to a "person with a disability" in its employment and hiring policies and practices, provided the person with a disability meets all of the knowledge, skills, and eligibility requirements for the available position. The definition for "person with a disability" is the same definition used in Va. Code § 51.5-40.1 and means "any person who has a physical or mental impairment that substantially limits one or more of his major life activities or has a record of such impairment."

HB1063 amended Va. Code § 15.2-1500.1, which prohibits discrimination in employment by local governments against protected classes, by adding a definition of "religion" to include "any outward expression of religious faith, including adherence to religious dressing and grooming practices and the carrying or display of religious items or symbols."

HB231 amended Va. Code §§ 44-93 and 44-204 by increasing the number of paid leaves of absence from 15 to 21 days per federal fiscal year for employees of the Commonwealth or its political subdivisions for former members of the armed services, members of the organized reserve forces, or members of the Virginia Defense Force or National Executive Reserve.

The Personnel Regulations revisions are to ensure compliance with the above and all changes are effective July 1, 2022.

The following summarizes the changes, by chapter:

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

- Section 1.11 - New section for hiring preference for a person with a disability similar to current veteran preference as a result of HB710 codified at Va. Code § 15.2-1509. Pages 1-4 and 1-5.

**Chapter 2 - Definitions**

- Persons with a Disability - definition added as a result of HB710 legislation. Page 2-10.
- Religion - definition added as a result of HB1063 codified at Va. Code § 15.2-1500.1. Page 2-11.

## **Chapter 5 – Recruitment and Examination:**

- Section 5.5-1 and -5 - Investigations and Fingerprinting - Inserts required language ‘or person with a disability’ as a result of HB710. Page 5-5.
- Section 5.8-2a - Promotional Public Safety/Uniformed Employee Examinations - Method of Breaking Ties - Removed verbiage as Personnel Regulation 1.10 Veterans’ Preference only applicable in making initial appointments. Page 5-6.
- Section 5.8-6b - Promotional Public Safety/Uniformed Employee Examinations - Eligible Lists - Updated verbiage as Personnel Regulation 1.10 Veterans’ Preference only applicable in making initial appointments. Page 5-8.

## **Chapter 7 – Certification and Appointment:**

- Section 7.3-3b - Certification of Applicants - Inserts required language ‘or person with a disability’ as per HB710. Page 7-2.

## **Chapter 10 – Leave:**

- Section 10.29-1a - Military Leave - Changed 15 days 21 days as a result of HB231 codified at Va. Code §§ 44-93 and 44-204. Page 10-16.