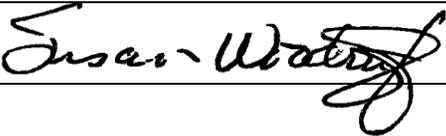




**AMENDMENTS TO THE PERSONNEL REGULATIONS
FOR THE COUNTY OF FAIRFAX, VIRGINIA**

TO:	Department Heads, HR Managers and Payroll Contacts	DATE June 15, 2011
FROM:	Susan Woodruff Human Resources Director	
SUBJECT:	Personnel Regulations Update	
TRANSMITTAL NO.: 1 - 2011	BOARD APPROVAL DATE: June 7, 2011 Revisions to Chapter 9, 16 and 17	

On June 7, 2011, The Board of Supervisors approved revisions to the Fairfax County Personnel Regulations. These changes incorporate current descriptions of exempt service positions and employees and align Fairfax County Personnel Regulations and grievance policy with State law governing employee participation in political activities.

Chapter 9 was updated to reflect current titles and descriptions of exempt status positions, specifically exempt-benefits-eligible and exempt-temporary categories which replace exempt part-time and exempt limited-term categories. (Sections 9.2 and 9.4)

Chapter 16 was updated to include restrictions on political activities of employees as necessary to align the Personnel Regulations with State law. Restrictions limit the location and timing of political participation, and prohibit the following: use of official authority to influence political actions of subordinate staff, discrimination against staff for participation or non-participation in legal political activity, discrimination in delivery of public services on the basis of political affiliation or political activities, and endorsement of a political party, candidate, or campaign. These changes are noted in the section titled *Outside Employment/Conflict of Interest/Political Activities of Employees*. (Addendum # 1 to Chapter 16, Standard of Conduct)

Chapter 17 revisions categorize discrimination or retaliation against an employee because of participation or non-participation in permitted political activities as a grievable complaint eligible to receive a binding decision from the Civil Service Commission. (Sections 17.2 and 17.3)