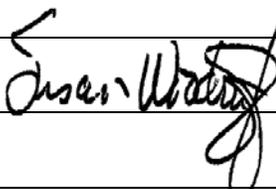




AMENDMENTS TO THE PERSONNEL REGULATIONS
FOR THE COUNTY OF FAIRFAX, VIRGINIA

TO:	Department Heads, HR Managers and Payroll Contacts	DATE: February 6, 2013
FROM:	Susan Woodruff, Human Resources Director	
SUBJECT:	Personnel Regulations Update	
TRANSMITTAL NO.: 1-2013	BOARD APPROVAL DATE: January 29, 2013 Revisions to Chapters 4, 16, and 17	

On January 29, 2013, The Board of Supervisors approved revisions to the Fairfax County Personnel Regulations in Chapters 4, 16 and 17. These changes clarifying conflict of interest restrictions, and, align Standards of Conduct and grievance submission schedules with Virginia Code.

The following summarizes the changes, by chapter:

Chapter 4 - Pay Plan, Hours of Work and Overtime (4.16)

- Clarifies requirements and limitations associated with employees engaging in outside employment. Provisions related to outside employment conflict of interest restrictions are revised to ensure alignment with the State Conflict of Interest Act.

Chapter 16 – Conduct and Discipline (Addendum 1, Chapter 16)

- Modifies restrictions on an employee's ability to bring a gun to work or onto County premises and aligns this Standard of Conduct with Virginia Code § 15.2-915. The recent change to the Virginia Code precludes localities from having a workplace rule preventing an employee from storing a lawfully possessed firearm and ammunition in a locked private motor vehicle on County premises.
- Clarifies existing prohibitions against employees bringing other types of weapons to work or onto County premises.

Chapter 17 – Grievance Procedure (17.5-4c)

- Modifies the deadline for filing an appeal of the County Executive's grievability determination to align with Virginia Code §15.2-1507 (A)(9)(a) (including related deadlines imposed upon the County Executive.)