

# Personnel and Reorganization Committee Agenda\*

June 13, 2017

10:00 a.m.

Conference Room 11

Fairfax County Government Center

1. Revision to Chapters 2, 4, 16, and 17 of the Personnel Regulations:  
*Cathy Spage, Director of Human Resources*
  - Chapter 2 – Definitions (Attachment #1): Adds definition for bullying; FLSA Eligible is updated to align with current pay grades; Overtime to reflect job class title change; Straight Pay Eligible is updated to align with current pay grades
  - Chapter 4 – Pay Plan, Hours of Work and Overtime (Attachment # 2): Clarifies and corrects how to determine promotional pay increase amounts for public safety employees; Reflects job class title change for Animal Protection Officers
  - Chapter 16 – Conduct and Discipline (Attachment #3): Clarifies investigation roles and responsibilities; Incorporates information pertaining to anti-bullying in the Standards of Conduct.
  - Chapter 17 – Grievance Procedure (Attachment #4): Adds bullying as a grievable complaint eligible to receive a binding decision from a three-member panel of the Civil Service Commission
  
2. Retirement System Review:  
*Phil Hagen, Senior Budget Analyst*
  - County Retirement Systems
    - Plan Design
    - Funding Status
    - January 2013 Changes
  - Employee/Retiree Demographics
    - ERS Plan Selection
    - Age Distribution
    - Turnover
    - Retirement Eligibility
    - Final Average Salary
    - Pre-Social Security Supplement
    - Deferred Retirement Option Program (DROP)
    - Mortality Data
  
3. Virginia Retirement System:  
*Phil Hagen, Senior Budget Analyst*
  - History of Plan Design Changes
  - Requirements under Virginia Code
    - Two-Thirds Requirement
    - Participation in VRS
    - Optional DC Plan
  
4. Discussion and Next Steps

\*Handouts will be provided at the meeting