On September 14, 2021, the Board of Supervisors approved revisions to the Fairfax County Personnel Regulations. During the 2021 special session 1 of the General Assembly, HB 2161/SB 1410 was passed, signed into law by the Governor, and took effect July 1, 2021. HB 2161/SB 1410 expanded the protections for veterans by explicitly prohibiting discrimination in public employment based upon military status. The Personnel Regulations revisions are to ensure compliance with HB 2161/SB 1410 and all changes are effective July 1, 2021.

The following summarizes the changes, by chapter:

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

- Removed veteran and added military in Section 1.9-2.

Chapter 2 – Definitions

- Added Military Status definition on Page 2-7.

Chapter 5 – Recruitment and Examination

- Removed veteran and added military in Section 5.1-1.

Chapter 7 – Certification and Appointment

- Removed references to veterans and added military status in Section 7.8-1.

Chapter 16 – Conduct and Discipline - Standards of Conduct Addendum No. 1

- Under Personal Behavior and Conduct, under “Employees are expected to,” removed references to veterans and added military status; under “Employees are prohibited from,” added military status to the list of protected classes and removed veterans’ status or disabled veterans’ status and added military status.

Chapter 17—Grievance Procedure

- Removed references to veterans and added military status in Section 17.3-2d.
- Corrected citation to Va. Code § 15.2-1507(a)(9) to § 15.2-1507(A)(9) in Section 17.5-4e.