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1	HOUSE BILL NO. 2137
1 2 3 4 5	Offered January 10, 2001
3	Prefiled January 10, 2001
4	A BILL to amend and reenact §§ 2.1-1.6, 2.1-1.7, 2.1-20.1:02 and 9-6.25:1 of the Code of Virginia and
5	to amend the Code of Virginia by adding in Title 9 a chapter numbered 52, containing sections
6	numbered 9-396, 9-397 and 9-398, and to repeal §§ 2.1-20.1:01, 2.1-113.1, 2.1-113.2, 2.1-113.3, and
7	2.1-116.10 through 2.1-116.14, relating to the Virginia Council on Human Resources.
8	2.1-110.10 inrough 2.1-110.14, retaining to the Virginia Council on Human Resources.
o	Patron—Suit
9	1 au on—Suit
10	Referred to Committee on General Laws
11	Referred to Committee on General Laws
12	Be it enacted by the General Assembly of Virginia:
13	1. That §§ 2.1-1.6, 2.1-1.7, 2.1-20.1:02 and 9-6.25:1 of the Code of Virginia amended and that the
14	Code of Virginia is amended by adding in Title 9 a chapter numbered 52, consisting of sections
15	numbered 9-396, 9-397 and 9-398 as follows:
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17	§ 2.1-1.6. (Effective January 1, 2001) State boards A. There shall be, in addition to such others as may be established by law, the following permanent
18	collegial bodies affiliated with a state agency within the executive branch:
19	
20	Accountancy, Board of
21	Agriculture and Consumer Services, Board of
22	Air Pollution, State Advisory Board on
22 23	Alcoholic Beverage Control Board, Virginia
23 24	Apple Board, Virginia State
2 4 25	Appomattox State Scenic River Advisory Board
26	Aquaculture Advisory Board
2 0 27	Architects, Professional Engineers, Land Surveyors, Certified Interior Designers and Landscape Architects, Board for
28	Art and Architectural Review Board
29	At and Architectural Review Board Athletic Training, Advisory Board on
30	Auctioneers Board
31	Audiology and Speech-Language Pathology, Board of
32	Aviation Board, Virginia
33	Barbers and Cosmetology, Board for
34	Blind and Vision Impaired, Virginia Board for the
35	Branch Pilots, Board for
36	Bright Flue-Cured Tobacco Board, Virginia
37	Building Code Technical Review Board, State
38	Catoctin Creek State Scenic River Advisory Board
39	Cattle Industry Board, Virginia
40	Cave Board
41	Cemetery Board
42	Certified Seed Board, State
43	Charity Food Assistance Advisory Board
44	Chesapeake Bay Local Assistance Board
45	Chickahominy State Scenic River Advisory Board
46	Child Abuse and Neglect, Advisory Board on
47	Chippokes Plantation Farm Foundation, Board of Trustees
48	Clinch Scenic River Advisory Board
49	Coal Mining Examiners, Board of
50	Coal Research and Development Advisory Board, Virginia
51	Coal Surface Mining Reclamation Fund Advisory Board
52	Conservation and Development of Public Beaches, Board on
53	Conservation and Recreation, Board of
54	Contractors, Board for
55	Corn Board, Virginia
56	Correctional Education, Board of
57	Corrections, State Board of
58	Counseling, Board of

HB2137 2 of 8

- **59** Criminal Justice Services Board
- 60 Dark-Fired Tobacco Board, Virginia
- 61 Deaf and Hard-of-Hearing, Advisory Board for the Department for the
- 62 Dentistry, Board of
- 63 Design-Build/Construction Management Review Board
- Education, State Board of 64
- 65 Egg Board, Virginia
- 66 Emergency Medical Services Advisory Board, State
- Farmers Market Board, Virginia 67
- 68 Fire Services Board, Virginia
- 69 Forestry, Board of
- Funeral Directors and Embalmers, Board of **70**
- Game and Inland Fisheries, Board of 71
- Geology, Board for **72**
- Goose Creek Scenic River Advisory Board 73
- 74 Health Planning Board, Virginia
- **75** Health Professions, Board of
- **76** Health, State Board of
- 77 Hearing Aid Specialists, Board for
- **78** Hemophilia Advisory Board
- **79** Historic Resources, Board of
- 80 Housing and Community Development, Board of
- Irish Potato Board, Virginia 81
- Juvenile Justice, State Board of 82
- 83 Litter Control and Recycling Fund Advisory Board
- 84 Marine Products Board, Virginia
- 85 Medical Advisory Board, Department of Motor Vehicles
- 86 Medicare and Medicaid, Advisory Board on
- 87 Medicine, Board of
- 88 Mental Health, Mental Retardation and Substance Abuse Services Board, State
- 89 Migrant and Seasonal Farmworkers Board
- 90 Military Affairs, Board of
- 91 Mineral Mining Examiners, Board of
- 92 Minority Business Enterprise, Interdepartmental Board of the Department of
- 93 Networking Users Advisory Board, State
- Neurotrauma Initiative Advisory Board, Commonwealth 94
- 95 North Meherrin State Scenic River Advisory Board
- 96 Nottoway State Scenic River Advisory Board
- 97 Nursing, Board of
- 98 Nursing Home Administrators, Board of
- Occupational Therapy, Advisory Board of 99
- 100 Oil and Gas Conservation Board, Virginia
- Opticians, Board for 101
- 102 Optometry, Board of
- Peanut Board, Virginia 103
- 104 Personnel Advisory Board
- Pesticide Control Board 105
- 106
- Pharmacy, Board of Physical Therapy, Board of 107
- 108 Plant Pollination Advisory Board
- Polygraph Examiners Advisory Board 109
- Pork Industry Board, Virginia 110
- Poultry Products Board, Virginia 111
- Private College Advisory Board 112
- Private Security Services Advisory Board 113
- Professional and Occupational Regulation, Board for 114
- Professional Soil Scientists, Board for 115
- Psychiatric Advisory Board 116
- Psychology, Board of 117
- Public Broadcasting Board, Virginia 118
- Public Buildings Board, Virginia 119
- Public Guardian and Conservator Advisory Board 120

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121	Dediction Advisory Doord
121	Radiation Advisory Board
122	Real Estate Appraiser Board
123	Real Estate Board
124	Reciprocity Board, Department of Motor Vehicles
125	Recreational Fishing Advisory Board, Virginia
126	Reforestation Board
127	Rehabilitation Providers, Advisory Board on
128	Rehabilitative Services, Board of
129	Respiratory Care, Advisory Board on
130	Rockfish State Scenic River Advisory Board
131	Safety and Health Codes Board
132	Seed Potato Board, State
133	Sewage Handling and Disposal Appeal Review Board, State Health Department
134	Shenandoah State Scenic River Advisory Board
135	Small Business Advisory Board
136	Small Business Environmental Compliance Advisory Board
137 138	Small Grains Board, Virginia
139	Social Services, Board of
140	Social Work, Board of Soil and Water Conservation Board, Virginia
141	Soybean Board, Virginia
142	State Air Pollution Control Board
143	Substance Abuse Certification Board
144	Surface Mining Review, Board of
145	Sweet Potato Board, Virginia
146	T & M Vehicle Dealers' Advisory Board
147	Teacher Education and Licensure, Advisory Board on
148	Transportation Board, Commonwealth
149	Transportation Safety, Board of
150	Treasury Board, The, Department of the Treasury
151	Veterans' Affairs, Board on
152	Veterinary Medicine, Board of
153	Virginia Board for Asbestos and Lead
154	Virginia Coal Mine Safety Board
155	Virginia Correctional Enterprises Advisory Board
156	Virginia Cotton Board
157	Virginia Employment Commission, State Advisory Board for the
158	Virginia Geographic Information Network Advisory Board
159	Virginia Horse Industry Board
160	Virginia Manufactured Housing Board
161	Virginia Retirement System, Board of Trustees
162	Virginia Schools for the Deaf and the Blind, Advisory Commission on the
163	Virginia Sheep Industry Board
164 165	Virginia Veterans Cemetery Board
166	Virginia Waste Management Board Voluntary Formulary Board, Virginia
167	(For effective date - See notes) Volunteer Firefighters' and Rescue Squad Workers' Pension Fund
168	Board
169	War Memorial Foundation, Virginia, Board of Trustees
170	Waste Management Facility Operators, Board for
171	Water Resources Research Center Statewide Advisory Board, Virginia
172	Waterworks and Wastewater Works Operators, Board for
173	Well Review Board, Virginia.
174	B. Notwithstanding the definition for "board" as provided in § 2.1-1.2, the following entities shall be
175	referred to as boards:
176	Compensation Board
177	State Board of Elections
178	State Water Control Board
179	Virginia Parole Board
180	Virginia Veterans Care Center Board of Trustees.
181	§ 2.1-1.7. State councils.

HB2137 4 of 8

A. There shall be, in addition to such others as may be established by law, the following permanent collegial bodies either affiliated with more than one agency or independent of an agency within the executive branch:

185 Adult Education and Literacy, Virginia Advisory Council for

Aging, Commonwealth Council on

187 Agricultural Council, Virginia

188 Apprenticeship Council

Blue Ridge Regional Education and Training Council

190 Child Day-Care Council

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191 Citizens' Advisory Council on Furnishing and Interpreting the Executive Mansion

192 Coastal Land Management Advisory Council, Virginia

193 Commonwealth Competition Council

194 Commonwealth's Attorneys' Services Council

195 Developmental Disabilities Planning Council, Virginia

196 Disability Services Council

197 Equal Employment Opportunity Council, Virginia

198 Housing for the Disabled, Interagency Coordinating Council on

199 Human Resources, Virginia Council on

200 Human Rights, Council on

201 Human Services Information and Referral Advisory Council

202 Indians, Council on

203 Interagency Coordinating Council, Virginia

204 Job Training Coordinating Council, Governor's

205 Land Evaluation Advisory Council
206 Maternal and Child Health Council

206 Maternal and Child Health Council207 Military Advisory Council, Virginia

208 Needs of Handicapped Persons, Overall Advisory Council on the

209 Prevention, Virginia Council on Coordinating

210 Public Records Advisory Council, State

211 Rate-setting for Children's Facilities, Interdepartmental Council on

212 Revenue Estimates, Advisory Council on

213 Specialized Transportation Council

214 State Health Benefits Advisory Council

215 Status of Women, Council on the

216 Substance Abuse Services Council

Virginia Business-Education Partnership Program, Advisory Council on the

218 Virginia Recycling Markets Development Council

Workforce Council, Virginia.

B. Notwithstanding the definition for "council" as provided in § 2.1-1.2, the following entities shall be referred to as councils:

Higher Education, State Council of

223 Independent Living Council, Statewide

Rehabilitation Advisory Council, Statewide

Rehabilitation Advisory Council for the Blind, Statewide

226 Transplant Council, Virginia.

§ 2.1-20.1:02. Health insurance program for employees of local governments, local officers, teachers, etc.; definitions.

A. The Department of Human Resource Management shall establish a plan or plans, hereinafter "plan" or "plans", subject to the approval of the Governor, for providing health insurance coverage for employees of local governments, local officers, teachers, and retirees, and the dependents of such employees, officers, teachers and retirees. The plan or plans shall be rated separately from the plan established pursuant to § 2.1-20.1 to provide health and related insurance coverage for state employees. Participation in such insurance plan or plans shall be (i) voluntary, (ii) approved by the participant's respective governing body, or by the local school board in the case of teachers, and (iii) subject to regulations promulgated by the Department. In addition, at the option of a governing body or school board which has elected to participate in the health insurance plan or plans offered by the Department, the governing body or school board may elect to participate in the long-term care or other benefit program which the Department may make available to the governing body or school board.

B. The plan established by the Department shall satisfy the requirements of the Virginia Public Procurement Act (§ 11-35 et seq.), shall consist of a flexible benefits structure which permits the creation of multiple plans of benefits and may provide for separate rating groups based upon criteria established by the Department. The Department shall promulgate regulations regarding the establishment

 of such a plan or plans, including, but not limited to, requirements for eligibility, participation, access and egress, mandatory employer contributions and financial reserves, and the administration of the plan or plans. The Department may engage the services of other professional advisors and vendors as necessary for the prudent administration of the plan or plans. The assets of the plan or plans, together with all appropriations, premiums and other payments, shall be deposited in the employee health insurance fund, from which payments for claims, premiums, cost containment programs and administrative expenses shall be withdrawn from time to time. The assets of the fund shall be held for the sole benefit of the employee health insurance fund. The fund shall be held in the state treasury. Any interest on unused balances in the fund shall revert back to the credit of the fund. The State Treasurer shall charge reasonable fees to recover the actual costs of investing the assets of the plan or plans.

In establishing the participation requirements, the Department may provide that those employees, officers, and teachers without access to employer-sponsored health care coverage may participate in the plan. It shall collect all premiums directly from the employers of such employees, officers, and teachers.

- C. In the administration of the plan or plans, the Department shall take into consideration the recommendations made by an advisory committee. Such advisory committee shall be composed of at least five members to be appointed by the Governor, with at least one member representing each of the following groups: local governments, local officers, local school boards, teachers, and retirees. Committee members shall be reimbursed for the expenses incurred by them as members of the committee but shall not be otherwise compensated for their services. The terms of service for the advisory committee members shall be established by the Department.
- D. C. In the event that the financial reserves of the plan fall to an unacceptably low level as determined by the Department, it shall have the authority to secure from the State Treasurer a loan sufficient to raise the reserve level to one which is considered adequate. The State Treasurer is hereby authorized to make such a loan, to be repaid on such terms and conditions as established by him.

E. D. For the purposes of this section, the following terms shall have the meanings indicated:

"Employees of local governments" shall include all officers and employees of the governing body of any county, city or town, and the directing or governing body of any political entity, subdivision, branch or unit of the Commonwealth or of any commission or public authority or body corporate created by or under an act of the General Assembly specifying the power or powers, privileges or authority capable of exercise by the commission or public authority or body corporate, as distinguished from §§ 15.2-1303, 15.2-1300, or similar statutes, provided that the officers and employees of a social services department, welfare board, mental health, mental retardation and substance abuse services board, or library board of a county, city, or town shall be deemed to be employees of local government.

"Local officer" means the treasurer, registrar, commissioner of the revenue, attorney for the Commonwealth, clerk of a circuit court, sheriff, or constable of any county or city or deputies or employees of any of the preceding local officers.

"Teacher" means any employee of a county, city, or other local public school board.

F. E. Any stock and cash distributed to the Commonwealth pursuant to the conversion of Blue Cross and Blue Shield of Virginia, doing business as Trigon Blue Cross Blue Shield, from a mutual insurance company to a stock corporation known as Trigon Healthcare, Inc., that is directly attributable to the health insurance plan or plans established for employees of local governments, local officers, teachers, and retirees, and the dependents of such employees, officers, teachers and retirees, pursuant to subsection A (hereinafter referred to as the "local choice plan distribution") shall be deposited in the state treasury to the credit of the employee health insurance fund to be used as provided in this subsection. Such distribution shall not include any cash paid by Blue Cross and Blue Shield of Virginia or its successor to the Commonwealth in connection with such conversion which was assumed as general fund revenue in Chapter 912 of the 1996 Acts of Assembly. All other stock and cash received by the Commonwealth pursuant to such conversion of Blue Cross and Blue Shield of Virginia to a stock corporation shall be allocated as provided in subsection B of § 23-284.

The State Treasurer shall sell any stock received pursuant to the local choice plan distribution as soon as practicable following its receipt, subject to any lockup period or other restriction on its sale, and the proceeds therefrom shall be deposited in the state treasury to the credit of the employee health insurance fund. Notwithstanding any other provision of law to the contrary, the State Treasurer shall not be liable for any losses incurred from the sale or distribution of such stock.

The Department of Human Resource Management shall use any stock, or the proceeds therefrom, and cash received pursuant to the local choice plan distribution to reduce premiums payable by employers participating in a plan or plans established pursuant to subsection A. In setting health insurance premiums for such plan or plans, the Director of the Department of Human Resource Management shall allocate the value of such stock, or proceeds therefrom, and cash among each participating employer. Such allocation shall be based on the proportionate amounts of premiums previously paid by each participating employer. If a participating employer withdraws from such plan or plans before all of the

HB2137 6 of 8

305 value allocated to it has been used for the benefit of the participating employer, the remaining value 306 shall be transferred to such participating employer upon his withdrawal. 307 § 9-6.25:1. Advisory boards, commissions and councils. 308 There shall be, in addition to such others as may be designated in accordance with § 9-6.25, the 309 following advisory boards, commissions and councils within the executive branch: 310 Advisory Board for the Department for the Deaf and Hard-of-Hearing 311 Advisory Board on Athletic Training Advisory Board on Child Abuse and Neglect 312 Advisory Board on Medicare and Medicaid 313 314 Advisory Board of Occupational Therapy Advisory Board on Rehabilitation Providers 315 Advisory Board on Respiratory Care to the Board of Medicine 316 317 Advisory Board on Teacher Education and Licensure Advisory Commission on the Virginia Schools for the Deaf and the Blind 318 319 Advisory Council on Revenue Estimates 320 Advisory Council on the Virginia Business-Education Partnership Program 321 Appomattox State Scenic River Advisory Board Aquaculture Advisory Board 322 323 Art and Architectural Review Board Board for the Visually Handicapped, Virginia 324 325 Board of Directors, Virginia Truck and Ornamentals Research Station 326 Board of Forestry Board of Military Affairs 327 Board of Rehabilitative Services 328 329 **Board of Transportation Safety** Board of Trustees of the Family and Children's Trust Fund 330 Board of Visitors, Gunston Hall Plantation 331 332 Board on Veterans' Affairs Catoctin Creek State Scenic River Advisory Board 333 334 Cave Board 335 Charity Food Assistance Advisory Board 336 Chickahominy State Scenic River Advisory Board 337 Chief Information Officer Advisory Board 338 Clinch Scenic River Advisory Board Coal Surface Mining Reclamation Fund Advisory Board 339 340 Coastal Land Management Advisory Council, Virginia 341 Commonwealth Competition Council Commonwealth Council on Aging 342 Council on Indians 343 344 Council on the Status of Women Debt Capacity Advisory Committee 345 Emergency Medical Services Advisory Board 346 347 Falls of the James Committee Goose Creek Scenic River Advisory Board 348 349 Governor's Mined Land Reclamation Advisory Committee 350 Hemophilia Advisory Board Human Services Information and Referral Advisory Council 351 352 Interagency Coordinating Council on Housing for the Disabled 353 Interdepartmental Board of the State Department of Minority Business Enterprise 354 Litter Control and Recycling Fund Advisory Board Local Advisory Board to the Blue Ridge Community College 355 Local Advisory Board to the Central Virginia Community College 356 Local Advisory Board to the Dabney S. Lancaster Community College 357 358 Local Advisory Board to the Danville Community College 359 Local Advisory Board to the Eastern Shore Community College Local Advisory Board to the Germanna Community College 360 Local Advisory Board to the J. Sargeant Reynolds Community College 361 Local Advisory Board to the John Tyler Community College 362

365 Local Advisory Board to the New River Community College Local Advisory Board to the Northern Virginia Community College 366

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Local Advisory Board to the Lord Fairfax Community College

Local Advisory Board to the Mountain Empire Community College

367	Local Advisory Board to the Patrick Henry Community College
368	Local Advisory Board to the Paul D. Camp Community College
369	Local Advisory Board to the Piedmont Virginia Community College
370	Local Advisory Board to the Rappahannock Community College
371	Local Advisory Board to the Southside Virginia Community College
372	Local Advisory Board to the Southwest Virginia Community College
373	Local Advisory Board to the Thomas Nelson Community College
374	Local Advisory Board to the Tidewater Community College
375	Local Advisory Board to the Virginia Highlands Community College
376	Local Advisory Board to the Virginia Western Community College
377	Local Advisory Board to the Wytheville Community College
378	Maritime Incident Response Advisory Board
379	Maternal and Child Health Council
380	Medical Advisory Board, Department of Motor Vehicles
381	Migrant and Seasonal Farmworkers Board
382	North Meherrin State Scenic River Advisory Board
383	Nottoway State Scenic River Advisory Board
384	Personnel Advisory Board
385	Plant Pollination Advisory Board
386	Private College Advisory Board
387	Private Security Services Advisory Board
388	Psychiatric Advisory Board
389	Public Guardian and Conservator Advisory Board
390	Radiation Advisory Board
391	Rappahannock Scenic River Advisory Board
392	Recreational Fishing Advisory Board, Virginia
393	Reforestation Board
394 305	Rockfish State Scenic River Advisory Board
395 306	Shenandoah State Scenic River Advisory Board
396 307	Small Business Advisory Board
397 398	Small Business Environmental Compliance Advisory Board
399	St. Mary's Scenic River Advisory Committee State Advisory Board on Air Pollution
400	State Building Code Technical Review Board
401	State Health Benefits Advisory Council
402	State Land Evaluation Advisory Council
403	State Networking Users Advisory Board
404	State Public Records Advisory Council
405	Statewide Independent Living Council
406	Statewide Rehabilitation Advisory Council
407	Statewide Rehabilitation Advisory Council for the Blind
408	Staunton Scenic River Advisory Committee
409	Substance Abuse Services Council
410	Telecommunications Relay Service Advisory Board
411	Virginia-Israel Advisory Board
412	Virginia Advisory Commission on Intergovernmental Relations
413	Virginia Advisory Council for Adult Education and Literacy
414	Virginia Coal Mine Safety Board
415	Virginia Coal Research and Development Advisory Board
416	Virginia Commission for the Arts
417	Virginia Correctional Enterprises Advisory Board
418	Virginia Council on Coordinating Prevention
419	Virginia Equal Employment Opportunity Council
420	Virginia Geographic Information Network Advisory Board
421 422	Virginia Council on Human Resources
422 423	Virginia Interagency Coordinating Council
423 424	Virginia Military Advisory Council Virginia Public Buildings Board
424 425	Virginia Recycling Markets Development Council
426	Virginia Transplant Council
427	Virginia Veterans Cemetery Board

HB2137 8 of 8

Virginia Water Resources Research Center, Statewide Advisory Board Virginia Winegrowers Advisory Board.

CHAPTER 52.

VIRGINIA COUNCIL ON HUMAN RESOURCES.

§ 9-396. Purpose of chapter.

This chapter merges the Virginia Equal Employment Opportunity Council, the Personnel Advisory Board, Local Health Benefits Advisory Committee, the State Health Benefits Advisory Council, and consolidates their functions under the Virginia Council on Human Resources.

§ 9-397. Council membership and terms.

The Council shall consist of twelve members, appointed by the Governor, as follows: two state employees, two retired state employees, one non-state employee, three citizens, and one member from each of the following: local government, local officers, local school boards, and teachers. Members shall serve for a term of four years and shall be appointed by the Governor to serve the following initial terms: three shall have a four-year term, three shall have a three-year term, three shall have a two-year term, and three shall have a one-year term. Thereafter, all terms shall be for four years. No member shall serve more than two full successive terms. In addition, the Director of the Department of Human Resource Management, the Director of the Department of Employment Dispute Resolution and the State Director of Equal Opportunity and Employee Programs shall serve permanently as ex officio without voting privileges.

The State Director of Equal Opportunity Programs shall serve as executive secretary to the Council, and shall maintain and distribute to the Council members' minutes of all the meetings. The Council shall elect a chairman and a vice-chairman annually.

§ 9-398. Powers and duties.

A. The Council has the power and duty to:

- 1. Advise the Governor, the Director of the Department of Human Resource Management and the Director of the Department of Employment Dispute Resolution on all matters relating to personnel administration;
 - 2. Review all public employer-employee relations throughout the Commonwealth;
- 3. Review the Department of Employment Dispute Resolution's program of employee management relations and make recommendations to improve communications between employees and agencies and instrumentalities of the Commonwealth;
 - 4. Carry out such other functions as the Governor deems appropriate;
- 5. Review the Department of Human Resource Management's training and management programs, compensation and classification practices, benefit programs, and recruitment practices;
- 6. Advise the Governor on issues and concerns of state retirees and active employees regarding health insurance coverage and other health related benefits; and
- 7. Advise the Department of Human Resource Management on any plan or plans, subject to approval by the Governor, for providing health insurance coverage for employees of local governments, local officers, teachers, and retirees, and the dependents of such employees, officers, teachers and retirees.

The Council shall be charged with the responsibility of monitoring the Commonwealth's equal employment opportunity practices so as to assure that such practices fulfill the Commonwealth's obligations of providing equal opportunity to all employees and applicants. The Council may (i) call upon the Director of Human Resource Management and other state officials for information and reports to assist them in their work; (ii) act as a communications channel for groups both inside and outside of state government that wish to have their views on equal employment opportunity expressed to state government; and (iii) make recommendations to state agencies concerning the implementation of their affirmative action plans and programs.

B. The Council members shall refer employees who have work-related discrimination complaints to the Director of Equal Opportunity and Employee Programs. Once the discrimination complaint is referred to the Director, the matter shall be reviewed in accordance with the Equal Employment Opportunity Complaint Procedure of the Department of Human Resource Management, or at the employee's option, the State Grievance Procedure. The Committee shall audit and review the Commonwealth's equal opportunity posture at least once a year and recommend improvements to the Governor

The Council shall review the progress of state agency affirmative action plans and programs, and make recommendations for changes as warranted.

2. That § 2.1-20.1:01, §§ 2.1-113.1, 2.1-113.2, 2.1-113.3, and §§ 2.1-116.10 through 2.1-116.14 of the Code of Virginia are repealed.