

RENO EVENING GAZETTE

PROOF OF PUBLICATION

STATE OF NEVADA }
COUNTY OF WASHOE } ss.

SUSAN KLEBENOW

being first duly sworn, deposes and says: That she is the legal clerk of THE RENO EVENING GAZETTE, a daily newspaper published at Reno, in Washoe County, in the State of Nevada.

That the notice /422

.....
of which a copy is hereto attached, was first published in said newspaper in its issue dated the 5th day of March, 19 75. and March 12

the full period of ... 2 ... days, the last publication thereof being in the issue dated the 12th day of March, 19 75.

Signed *Susan Klebenow*

Subscribed and sworn to before me this

12th day of March, 19 75

V. E. Bradley

Notary Public.

NOTICE OF COUNTY ORDINANCE
Notice is hereby given that Bill No. 422, Ordinance No. 259, an ordinance amending Washoe County Ordinance No. 213 entitled "An ordinance establishing a Merit Personnel System for Washoe County Employees; providing for a Classification Plan and Compensation Plan; requiring examinations of prospective employees; providing for eligible lists and certification of such prospective employees; specifying appointment procedures; providing for probationary periods and maintenance of personnel records; regulating attendance and leaves of absence; providing for employee-management relations; requiring evaluation of performance of employees; providing for training; specifying procedures for disciplinary and correctional actions, separations, and appeals and hearings; providing prohibitions and penalties; amending the titles of and amending Washoe County Ordinances Numbers 117 and 182, relating to vacation times for County Clerk's Employees and for Employees in the Office of the Commissioner of Civil Marriages and Marriage License-Bureau to conform to the provisions of this ordinance; repealing county ordinances number 105 and 127, relating to County Employees' Benefits, Pay Plan and Position Classification Manual; and providing other matters properly relating thereto," as amended, was adopted on February 25, 1975 by Commissioners, Scott, Grow, Nelson and Count all voting aye, Commissioner Rust, being absent.
Typewritten copies of the Ordinance are available for inspection by all interested persons at the office of the County Clerk.
ALEX COON, County Clerk
33-690-422 March 5-12

V. E. BRADLEY
Notary Public — State of Nevada
Washoe County
My Commission Expires April 3, 1975

SUMMARY--Specifically excepts elected county officers the amounts of whose salaries are governed by statute from career incentive plan.

BILL NO. 422

ORDINANCE NO. 259

AN ORDINANCE AMENDING WASHOE COUNTY ORDINANCE NO. 213 ENTITLED "AN ORDINANCE ESTABLISHING A MERIT PERSONNEL SYSTEM FOR WASHOE COUNTY EMPLOYEES; PROVIDING FOR A CLASSIFICATION PLAN AND COMPENSATION PLAN; REQUIRING EXAMINATIONS OF PROSPECTIVE EMPLOYEES; PROVIDING FOR ELIGIBLE LISTS AND CERTIFICATION OF SUCH PROSPECTIVE EMPLOYEES; SPECIFYING APPOINTMENT PROCEDURES; PROVIDING FOR PROBATIONARY PERIODS AND MAINTENANCE OF PERSONNEL RECORDS; REGULATING ATTENDANCE AND LEAVES OF ABSENCE; PROVIDING FOR EMPLOYEE-MANAGEMENT RELATIONS; REQUIRING EVALUATION OF PERFORMANCE OF EMPLOYEES; PROVIDING FOR TRAINING; SPECIFYING PROCEDURES FOR DISCIPLINARY AND CORRECTIONAL ACTIONS, SEPARATIONS, AND APPEALS AND HEARINGS; PROVIDING PROHIBITIONS AND PENALTIES; AMENDING THE TITLES OF AND AMENDING WASHOE COUNTY ORDINANCES NUMBERS 117 AND 182, RELATING TO VACATION TIMES FOR COUNTY CLERK'S EMPLOYEES AND FOR EMPLOYEES IN THE OFFICE OF THE COMMISSIONER OF CIVIL MARRIAGES AND MARRIAGE LICENSE BUREAU TO CONFORM TO THE PROVISIONS OF THIS ORDINANCE; REPEALING COUNTY ORDINANCES NUMBERS 105 and 127, RELATING TO COUNTY EMPLOYEES' BENEFITS, PAY PLAN AND POSITION CLASSIFICATION MANUAL; AND PROVIDING OTHER MATTERS PROPERLY RELATING THERETO." AS AMENDED.

THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF WASHOE DO ORDAIN:

Section 1. Subsection 1 of section 20 of Ordinance No. 213 is hereby amended to read as follows:

- 1. Except as provided in subsection 2 of this section and subsection 4 of section 61, "employee" means:
 - (a) A public officer of Washoe County or one of its townships.
 - (b) Any person employed by Washoe County or its townships whose compensation is provided by the county and who is under the direction or control of officers of the county or its townships.

Sec. 2. Section 61 of Ordinance No. 213 is hereby amended to read as follows:

Section. 61. Career incentive plan.

1. There is instituted by the Board of County Commissioners a career incentive plan for employees with 10 years or more of continuous Washoe County service. Employees rated standard or better pursuant to sections 131 to 133, inclusive, with 10 years of continuous service shall receive \$125 semiannually on June 1 and December 1, with a semiannual increase of \$25 for each additional year of service up to a maximum semiannual amount of \$250 for 15 years or more of continuous county service. Service prior to the institution of a performance rating system shall be deemed "standard."

2. The first payments to employees having earned career incentive increments pursuant to subsection 1 shall be made on December 1, 1973.

3. For qualified employees retiring or resigning before the due date of any semiannual increment, the amount of the payment shall be prorated.

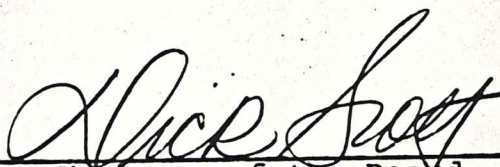
4. The career incentive plan, as set forth in subsections 1 to 3, inclusive, does not apply to elected county officers the amounts of whose annual salaries are governed by the provisions of NRS 245.043.

Sec. 3. This ordinance shall be in full force and effect from and after its passage, approval and publication as prescribed by NRS 244.100.

Proposed on the 18th day of February, 1975.
Proposed by Commissioner Scott, Rusk, Nelson and Gaunt.
Passed on the 25th day of February, 1975.


Vote:

Ayes: Commissioners: Scott, Grow, Nelson and Gaunt.
Nays: Commissioners: None
Absent: Commissioners: Rusk



Chairman of the Board

ATTEST:

ALEX COON, CLERK By:  Chief Deputy

County Clerk

This Ordinance shall be in force and effect from and after the 12th day of March, 1975, except as otherwise specifically provided herein.