## **Affidavit of Publication**

STATE OF NEVADA, County of Washoe—SS.				
Betty A. Woodward				
being duly sworn, deposes and says that he is the				
Record Clerk				
of The SPARKS TRIBUNE, a weekly newspaper,				
published in Sparks, Washoe County, Nevada; that				
he has charge of and knows the advertising ap-				
pearing in said newspaper, and the				
Notice of County Ordinance				
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of which a copy is hereunto attached, was first				
published in said newspaper in its issue dated				
March 10, 19276				
and was published in each of the following issues				
thereafter:				
the date of the last publication being in the issue				
. Manah 17. ,74				
Bitty G Thursdward				
Subscribed and sworn to before me this, the				
17th day of March , 19876				
Qualle Lee				
Notary Public in and for the County of Washoe,				
State of Nevada.				
hem 16.1978				
My Commission expires:				
<i>V</i>				
LUCILLE LEE				
Notary Public—State of Nevada				
Washoe County				
My Commission Expires Jan. 16, 1978				

## NOTICE OF COUNTY ORDINANCE

NOTICE OF COUNTY ORDINANCE

Notice is hereby given that Bill No. 472, Ordinance No. 307, amending Ordinance No. 213, entitled "An Ordinance establishing a Herit Fersonnel 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 prosuch prospective employees; specifying appointment procedures; providing for probationary periods and maintenance of personnel records; regulating attendance and leaves of absence; providing for employees; providing for training; specifying procedures for disciplinary and providing for training; specifying procedures for disciplinary and providing for training; specifying procedures for disciplinary and providing for training; smending the titles of and amendal Washoe Focunty 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, "was adopted on March 5, 1976 by Commissioners Scott, Grow, Rusk, Nelson and Geunt all voting aye.

Typewritten copies of the Ordinance are available for inspection

Typewritten copies of the Ordinance are available for inspection by all interested persons at the office of the County Clark.

Publish Far. 10, 17, \*76 Sparks Tribuns \$76010

ALEX COON, County Clerk

SUMMARY--Amends Merit Personnel Ordinance by providing that ordinance provisions relating to disciplinary and correctional actions, separations, and appeals and hearings shall not be applicable to employees covered by collective bargaining agreement which contains a grievance procedure for discharge and disciplinary actions.

BILL NO. 472

ORDINANCE NO. 307

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 COM-PENSATION PLAN; REQUIRING EXAMINATIONS OF PROSPECTIVE EMPLOYEES; PROVIDING FOR ELIGIBLE LISTS AND CERTIFICATION OF SUCH PROSPEC-TIVE 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 PERFOR-MANCE OF EMPLOYEES; PROVIDING FOR TRAINING; SPECIFYING PROCE-DURES FOR DISCIPLINARY AND CORRECTIONAL ACTIONS, SEPARATIONS, AND APPEALS FOR 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."

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

SECTION 1. Section 130 of Ordinance No. 213 is hereby amended to read as follows:

SECTION 130. Rights of organization.

- 1. Unless otherwise prohibited by the provisions of Chapter 288 of NRS (Local Government Employee-Management Relations Act), employees have the right to join an employee organization of their choice and shall be free from coercion in exercising this right. Employees who feel this right has been diminished by management have, in addition to any other rights provided by law, the right of an administrative review by the Personnel Department and then may appeal the matter to the Personnel Committee if the employee is aggrieved by the action the Personnel Department takes.
- The provisions of Section 137 to 157, inclusive, of this ordinance relating to disciplinary and correctional actions, separations, and appeals and hearings shall not be applicable to employees covered by a collective bargaining agreement which contains a grievance procedure for discharge and disciplinary actions.

SECTION 2. This ordinance shall be in full force and effect after its passage, approval and publication as prescribed by NRS 244.100.				
Proposed on the <u>5th</u> day of <u>February</u> , 1976.  Proposed by Commissioners Grow, Rusk, Nelson and Gaunt  Passed on the <u>5th</u> day of <u>March</u> , 1976.				
Vote:				
	Ayes:	Commissioners:	Scott, Grow, Rusk, Nelson and Gaunt.	
	Nayes:	Commissioners:	None	
	Absent:	Commissioners:	<u>None</u>	
			Chairman of the Board	
. * .				

ALEX COON CLERK

By County Clerk

This Ordinance shall be in force and effect from and after the

17th day of March 1976.