

DESCRIPTION OF LEGAL ADVERTISING

Bill No. 810
 3349008

TERMS: Please pay from this invoice. It is due upon presentation and is past due after 15 days.

Legal Ad. Cost 12.60

Extra Proofs _____

Notary Fee 2.00

Total Amt due 14.60

Washoe County Clerk
 Charlotte James
 P. O. Box 11130
 Reno, NV 89520

MONTH

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| February | | | | | | | | | | | | | | | | | | X | | | | | | | X | | | | | | |

PROOF OF PUBLICATION

STATE OF NEVADA, SS.
 COUNTY OF WASHOE

Doris Mertz

being first duly sworn, deposes and says: That as the legal clerk of the RENO GAZETTE-JOURNAL, a daily newspaper published in Reno, Washoe County, State of Nevada, that the notice _____ of _____ County Ordinance

_____ of which a copy is hereto attached, was first published in said newspaper in its issue dated the 18th day of Feb, 1985 and, Feb 25, the full period of 2 days, the last publication thereof being in the issue of February 25 1985.

Signed Doris Mertz

Subscribed and sworn to before me this

25th day of Feb, 1985

Alice L. Buffalo
 Notary Public

NOTICE OF COUNTY ORDINANCE
 NOTICE IS HEREBY GIVEN that Bill No. 810, Ordinance No. 637, entitled an "An ordinance amending the Washoe County Code by revising the Merit Personnel Ordinance," was adopted on February 12, 1985, by Commissioners King, McDowell, Ritter and Williams.
 Typewritten copies of the Ordinance are available for inspection by all interested persons at the office of the County Clerk.
 Judi Bailey
 County Clerk
 3349008-Bill No. 810
 Feb.18.25-lmd133

PLEASE STAMP & SIGN FOR PAYMENT



ALICE L. BUFFALO
 Notary Public - State of Nevada
 Washoe County

My Appointment Expires June 5, 1985

SUMMARY: Amends Washoe County Code by revising the provisions of the Merit Personnel Ordinance.

BILL NO. 818

ORDINANCE NO. 637

AN ORDINANCE AMENDING THE WASHOE COUNTY CODE BY REVISING THE MERIT PERSONNEL ORDINANCE.

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

SECTION 1. Chapter 5 of the Washoe County Code is hereby amended by adding thereto the provisions set forth as sections 2 to 5, inclusive, of this ordinance.

SECTION 2.

5.066 "Work week" defined. "Work week" means the period commencing 12:01 a.m. Monday and ending 12:00 midnight the following Sunday.

SECTION 3.

5.122 Salary adjustment for less than 2 consecutive days off in work week.

1. It is the policy of Washoe County that every department and agency shall, when possible, schedule work days for its employees in a manner which provides each employee with 2 consecutive days off in a work week.

2. Except as provided in subsection 3, if an employee works a regularly assigned schedule that does not contain 2 consecutive days off in a work week, that employee is entitled to a 5 percent increase in his base pay for all hours worked in that work week.

3. The failure of an employee to receive 2 consecutive days off in a work week because he has worked overtime does not entitle an employee to any increase in his base pay.

4. Nothing in this section limits the power of Washoe County to schedule an employee's hours or compel an employee to work overtime.

SECTION 4.

5.126 Overtime; computation of time worked. Time for which an employee is paid but has not actually worked (such as paid holidays, annual leave and sick leave) is time worked for purposes of computing overtime pursuant to section 5.053.

SECTION 5.

5.268 Personal leave.

1. A full-time employee who uses no more than 32 hours

of sick leave in a calendar year shall be credited with 16 hours of personal leave at the end of the first full pay period in January of the following year.

2. A full-time employee who uses more than 32 hours but less than 40 hours of sick leave in a calendar year shall be credited with 8 hours of personal leave at the end of the first full pay period in January of the following year.

3. A permanent part-time employee shall be credited with a prorated number of hours of personal leave if he uses no more than a prorated number of hours of sick leave based upon the hours set forth in subsections 1 and 2. The prorations required by this subsection are to be calculated by using the same ratio as the employee's number of regular work hours bears to a 40 hour work schedule.

4. To be eligible for credit for personal leave under this section, an employee must be in a pay status (either working or on paid leave) during the entire calendar year.

5. An employee who qualifies under this section for personal leave during calendar year 1984 shall be credited with the hours of personal leave specified in this section in January of 1985. All personal leave so credited must be used during calendar year 1985.

6. All personal leave must be used in the calendar year in which it is credited. Personal leave does not accrue and, if not used within the calendar year in which it is credited, is forfeited.

7. Under no circumstances shall cash be paid for unused personal leave.

SECTION 6. Section 5.053 of the Washoe County Code is hereby amended to read as follows:

5.053 "Overtime" defined.

1. "Overtime" means any time worked in excess of 8 hours in a day or 40 hours in a work week, or, if authorized, 4 10-hour days equalling a 40-hour work week, except as provided in subsection 2.

2. All irregular or occasional hours of work, officially ordered and approved, which are in excess of hours designated for the class, shall be considered to be overtime work, except arrangements agreed upon for the convenience of the employee.

SECTION 7. Section 5.145 of the Washoe County Code is hereby amended to read as follows:

5.145 Career incentive plan; inapplicability to elected county officers and certain employees.

1. Except as provided in subsection 5, a career incentive plan is hereby instituted for county employees as follows:

(a) An employee hired before July 1, 1984 who has 5 or

more years of full-time county service and has been rated standard or better pursuant to sections 5.283 to 5.287, inclusive, is entitled to career incentive pay at the rate set forth in paragraph (d).

(b) An employee hired on or after July 1, 1984 who has 10 or more years of full-time county service and has been rated standard or better pursuant to sections 5.283 to 5.287, inclusive, is entitled to career incentive pay at the rate set forth in paragraph (d).

(c) A part-time employee is entitled to career incentive pay in the manner provided for full-time employees in paragraphs (a) and (b), except that a part-time employee must work the same number of hours as a full-time employee works in one year in order to receive a "year of full-time county service" within the meaning of those paragraphs. A part-time employee completing the number of "years of full-time county service" set forth in the applicable paragraph (a) or (b) is entitled to career incentive pay at the rate set forth in paragraph (d).

(d) An employee entitled to career incentive pay shall receive \$39 per year of service up to a maximum annual payment of \$780 for 20 years or more of service.

(d) For purposes of career incentive pay, the number of years an employee has been in the service of the county includes all periods of continuous service after the date the employee was last hired as a permanent employee, and includes former periods of service if each applicable period of separation may be bridged pursuant to subsection 2.

2. A period of separation may not be bridged to increase the number of years of service, except that:

(a) A period of separation which resulted from a layoff may be bridged to increase the number of years of service if the employee was subsequently rehired pursuant to section 5.311.

(b) A period of separation may be bridged if the employee was rehired within 1 year after the date of commencement of the separation and the employee has been in the continuous service of the county for 1 year after the date he was rehired.

3. An employee's eligibility for career incentive pay must be reviewed as of June 1 and December 1 of each year with payment to be effected in equal semi-annual installments payable on the first pay day of June and December immediately following a determination of eligibility.

4. For qualified employees retiring or resigning before the due date of any semi-annual increment, the amount of the payment shall be prorated.

5. The career incentive plan does not apply to elected county officers, the amounts of whose annual salaries are governed by the provisions of NRS 245.043, and does not apply to any employee who is covered by a collective bargaining agreement entered into pursuant

to chapter 288 of the Nevada Revised Statutes unless the agreement provides specifically for the career incentive plan set forth in this section.

Proposed on the 15th day of January _____, 1985.

Proposed by Commissioners Williams _____.

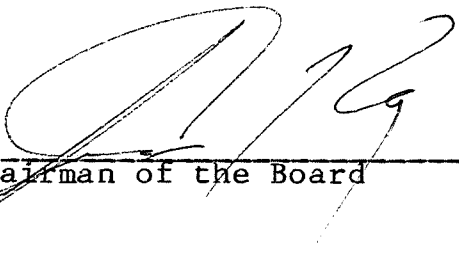
Passed on the 22nd day of February _____, 1985.

Vote:

Ayes: Commissioners: King, McDowell, Ritter and Williams

Nays: Commissioners: Lillard

Absent: Commissioners: None



Chairman of the Board

ATTEST:



County Clerk

This ordinance shall be in force and effect from and after the 25th day of February _____, 1985.