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DESCRIPTION OF LEGAL ADVERTISING	
Ord. No. 782	
349008	
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- Washoe County Clerk
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Reno, NV 89520
- Attn: Pauline A. Reese

MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
NOVEMBER																				X							X				

PROOF OF PUBLICATION

STATE OF NEVADA, ss. Celena Howard
COUNTY OF WASHOE

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 20th day of Nov, 1989 and, Nov 27, the full period of 2 days, the last publication thereof being in the issue of Nov 27th 1989.

Signed *Celena Howard*

Subscribed and sworn to before me this

27th day of November, 1989

Joanne F. Wessel
Notary Public

NOTICE OF COUNTY ORDINANCE
NOTICE IS HEREBY GIVEN that Bill No. 957, Ordinance No. 782, "An ordinance amending the Washoe County code pertaining to benefits afforded to certain employees; amending provisions pertaining to career incentive pay, sick leave, and personal leave," was adopted on November 14, 1989, by Commissioners Beck, Cornwall, Lillard, McDowell, and Reid. Typewritten copies of the ordinance are available for inspection by all interested persons at the office of the County Clerk at her office at the Courthouse, Virginia and Court Streets, Reno, Nevada. Judi Bailey, County Clerk 349008-Ord. No. 782 Nov 20.27-dw133

JOANNE F. WESSEL
Notary Public - State of Nevada
Appointment Recorded in Washoe County
MY APPOINTMENT EXPIRES NOV. 18, 1992

SUMMARY: Amends Washoe County Code pertaining to employees' benefits.

BILL NO. 457

ORDINANCE NO. 782

AN ORDINANCE AMENDING THE WASHOE COUNTY CODE PERTAINING TO BENEFITS AFFORDED TO CERTAIN EMPLOYEES; AMENDING PROVISIONS PERTAINING TO CAREER INCENTIVE PAY, SICK LEAVE AND PERSONAL LEAVE.

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

SECTION 1. Section 5.145 of the Washoe County Code is hereby amended to read as follows:

5.145 Career incentive plan for employees; inapplicability to certain elected county officials 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 who has 5 or more years of full-time county service and who, for the preceding review period, 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 (c).

(b) A permanent part-time employee is entitled to career incentive pay in the manner provided for full-time employees in paragraph (a), except that a part-time employee must work or be in a paid leave status 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 paragraph (a). A part-time employee completing the number of "years of full-time county service" set forth in paragraph (a) is entitled to career incentive pay at the rate set forth in paragraph (c).

(c) An employee entitled to career incentive pay shall receive \$100 per year of service up to a maximum annual payment of \$2,500 for 25 years or more of service.

(d) For purposes of career incentive pay:

(1) The number of "years of full-time county service" does not include any period in excess of 31 calendar days per calendar year during which an employee is on leave without pay.

(2) 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 semiannual 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 semiannual 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.

SECTION 2. Section 5.255 of the Washoe County Code is hereby amended to read as follows:

5.255 Sick leave accrual and payment on death, separation, disability or termination.

1. An employee separated from service earns sick leave only through the last working day for which he is entitled to pay. If that last working day is prior to the last day of the pay period, the amount of sick leave accrued during that pay period shall be prorated.

2. Upon death, retirement or permanent disability of an employee, or upon termination of an employee after 10 years of full-time employment (or its equivalent if the employee has not served as a full-time employee) for other than just cause, an employee shall be compensated for total accrued sick leave in excess of 300 hours at the rate of 1 hour's pay at the employee's regular hourly rate for every 2 hours of such excess. The maximum payment for accrued sick leave shall not exceed 600 hours at the employee's regular hourly rate. No payment shall be made for accrued sick leave of 300 hours or less.

3. An employee who is laid off and is subsequently rehired pursuant to section 5.311 shall, on the date he

returns to work, be restored with all uncompensated sick leave which had accrued on the date of the layoff.

SECTION 3. Section 5.257 of the Washoe County Code is hereby amended to read as follows:

5.257 Use of sick leave.

1. An employee is entitled to use accrued sick leave:

(a) When incapacitated to perform the duties of the employee's position due to sickness, injury, pregnancy or childbirth;

(b) When quarantined;

(c) When receiving required medical or dental service or examination;

(d) For adoption of a child, only as follows:

(1) A male or female employee seeking to become an adoptive parent may use sick leave for time required to pursue the specific legal process necessary to obtain an adoption; and

(2) If a newborn infant is the subject of an adoption, a female employee may use up to a total of 6 weeks of sick leave, inclusive of the amount of sick leave used in subparagraph (1). It is the intent of this section to allow a 6-week leave period to an adoptive mother which approximates the length of time a mother is normally incapacitated before and after giving birth to a child.

(e) In the event of an illness in the employee's immediate family where such illness requires the employee's attendance. For purposes of this paragraph, "immediate family" means the employee's spouse, parents, stepparents, foster parents, children, stepchildren, foster children, brothers, sisters and corresponding relations by affinity.

(f) In the event of a death in the employee's immediate family, the employee may use accrued sick leave not to exceed 5 days for each death. For purposes of this paragraph, "immediate family" means the employee's spouse, parents, stepparents, foster parents, children, stepchildren, foster children, brothers, sisters, grandparents, grandchildren, aunts, uncles, nieces, nephews and corresponding relations by affinity.

SECTION 4. Section 5.268 of the Washoe County Code is hereby amended to read as follows:

5.268 Personal leave.

1. A full-time employee who uses no more than 32 hours of sick leave in the period commencing with the first pay period of a calendar year and ending with the last full pay period of that 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. A full-time employee who uses more than 32 hours but no more than 40

hours of sick leave in that period shall be credited with 8 hours of personal leave at the end of the first full pay period in January of the following year.

2. 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 subsection 1. 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.

3. 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.

4. All personal leave must be used before the end of the last full pay period of the calendar year in which it is credited, and, if not so used, is forfeited.

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

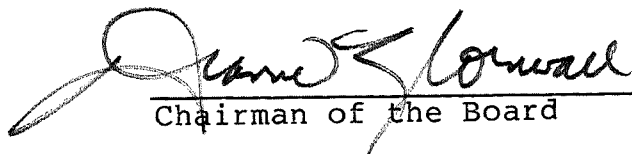
Proposed on the 24th day of October, 1989.

Proposed by Commissioners Lillard.

Passed on the 14th day of November, 1989.

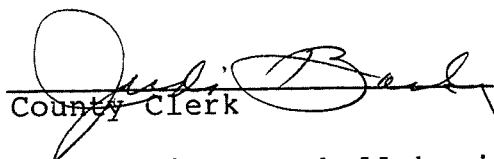
Vote:

Ayes:	Commissioners: Beck, Cornwall, Lillard, McDowell, Reid.
Nays:	Commissioners: None.
Absent:	Commissioners: None.



 Chairman of the Board

ATTEST:



 County Clerk

This ordinance shall be in force and effect from and after the 27th day of November, 1989.