

Affidavit of Publication

STATE OF NEVADA,
County of Washoe—SS.

Mary Hefling

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

Bill No. 593, Ordinance No. 424

of which a copy is hereunto attached, was first
published in said newspaper in its issue dated

May 2, 1979

and was published in each of the following issues
thereafter:

the date of the last publication being in the issue
of May 9, 1979

Mary Hefling

Subscribed and sworn to before me this, the

9th day of May, 1979

Loretta Dickerson
Douglas,
Notary Public in and for the County of ~~Washoe~~
State of Nevada.

My Commission expires: October 25, 1980



NOTICE OF COUNTY ORDINANCE
NOTICE IS HEREBY GIVEN that Bill No. 593, Ordinance No. 424, amending 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 Ordinance 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 Ordinance Numbers 105 and 127, relating to County employees' benefits, pay plan and Position Classification Manual; and providing other matters properly relating thereto", by revising provisions of the ordinance relating to special salary adjustments was adopted on April 24, 1979, by Commissioners Farr, Stoess, Underwood, Brown, and Ferrari.
Typewritten copies of the Ordinance are available for inspection by all interested persons at the Office of the County Clerk.
ALEX COON, County Clerk
Publish: May 2, 9, 1979.

SUMMARY: Revises provisions of Washoe County Ordinance No. 213 relating to special salary adjustments.

BILL NO. 593

ORDINANCE NO. 424

AN ORDINANCE AMENDING "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 ORDINANCE 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 ORDINANCE NUMBERS 105 AND 127, RELATING TO COUNTY EMPLOYEES' BENEFITS, PAY PLAN AND POSITION CLASSIFICATION MANUAL; AND PROVIDING OTHER MATTERS PROPERLY RELATING THERETO" BY REVISING PROVISIONS OF THE ORDINANCE RELATING TO SPECIAL SALARY ADJUSTMENTS.

THE BOARD OF COUNTY COMMISSIONERS OF WASHOE COUNTY DO ORDAIN:

SECTION I. Section 50 of Washoe County Ordinance No. 213 is hereby amended to read as follows:

SECTION 50 Special Salary Adjustments

1. Special salary adjustments may be approved in order to:
 - a. Meet difficult recruiting problems or to obtain a person with markedly superior qualifications.
 - b. Give 5 percent (approximate) pay increment recognition to employees carrying responsibilities beyond those required for the class as a whole, such as supervising persons in the same class on a continuing basis for a portion of their time, or working under considerably less supervision than is typical in the class.
 - c. Correct salary inequities.
2. Appointing authorities may appoint individuals up to 25% into the salary range for those classifications found only in their departments. For classifications found in more than one department and for appointments above the 25% point in classifications unique to one department, the County Manager may approve requests from appointing authorities for appointments above the entry level upon the recommendation of the Personnel Director. Whenever a permanent position is filled in this manner, incumbents of positions in the same class earning less than the salary at which the new employee is appointed may be raised to that salary by the appointing authority if the classification is found only in the appointing authority's department or by the County Manager upon the recommendation of the Personnel Director for classifications found in more than one department.

SECTION II. This Ordinance shall be in full force and effect from and after its approval as prescribed by NRS 244.105.

19-708

Proposed on the 17th day of April, 1979.
Proposed by Commissioners Farr, Stoess, Brown, Underwood, and Ferrari.
Passed on the 24th day of April, 1979.

Vote:

Ayes: Commissioners: Farr, Stoess, Brown, Underwood, & Ferrari.

Nays: Commissioners: None

Absent: Commissioners: None

Bill Farr
Chairman of the Board

ATTEST:

Alvin Peon, by Judy Ward, Deputy Clerk
County Clerk

This ordinance shall be in force and effect from and after
May 9, _____, 1979.