

### 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 .....

..... Bill No. 453, Ordinance No. 289,  
..... amending Ordinance No. 213 .....

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

..... November 6, ..... 1975

and was published in each of the following issues

thereafter: .....

the date of the last publication being in the issue

of ..... November 13, ..... 1975

..... *Betty A. Woodward* .....

Subscribed and sworn to before me this, the

..... 13th day of ..... Ordinance ..... 1975

..... *Lucille Lee* .....

Notary Public in and for the County of Washoe,

State of Nevada.

My Commission expires: *Jan 16, 1978*

.....  
LUCILLE LEE  
Notary Public—State of Nevada  
Washoe County  
My Commission Expires Jan. 16, 1978  
.....

**NOTICE OF COUNTY ORDINANCE**  
Notice is hereby given that Bill No. 453, Ordinance No. 289, 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 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 October 27, 1975 by Commissioners Scott, Crow, Rusk, Nelson and Gaunt all voting aye.  
Typewritten copies of the Ordinance are available for inspection by all interested persons at the office of the County Clerk.  
Publish Nov. 6, 13, 1975  
Sparks Tribune No. 75118  
*Alex Coon*  
ALEX COON, County Clerk

SUMMARY--Amends Washoe County Ordinance No. 213 by regulating the designation of unclassified positions; defining part-time employees' eligibility for merit salary increases; providing an appeal in cases of claimed discrimination; and expanding the function of the Employee-Management Relations Committee.

BILL NO. 453

ORDINANCE NO. 289

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.

75-2066

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

Section 1. Section 35, subsection 2, of Washoe County Ordinance No. 213 is hereby amended to read as follows:

2. An elective officer or head of each department who elects to exercise his discretion allowed by paragraph (c) of subsection 1 shall immediately report to the Personnel Department the positions designated by him to be in the unclassified service. An established classified position may not be declassified while that position is filled. Only new positions or vacant classified positions may be designated as unclassified.

Sec. 2. Section 49 of Washoe County Ordinance No. 213 is hereby amended by adding a new subsection as follows:

6. Part-time employees shall be eligible for a merit salary increase after working or being on paid-leave status the total number of hours annually required of a full-time employee.

Sec. 3. Section 129 of Washoe County Ordinance No. 213 is hereby amended by adding subsection 4 which shall read as follows:

4. Review proposed amendments to this Ordinance and make recommendations to the Board of County Commissioners.

Sec. 4. Section 162 of Washoe County Ordinance No. 213 is hereby amended to read as follows:

Section 162. Prohibition of Discrimination.

1. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention or any other personnel action because of political or religious opinions or affiliations or because of race, national origin, age, sex or any other nonmerit factor is prohibited.

2. An employee aggrieved under this section may appeal any adverse action to the Personnel Committee. The Personnel Committee shall be convened to hear the appeal and the decision of the Personnel Committee shall be final and binding.

3. The Personnel Committee is authorized to adopt rules and regulations governing the appeal procedures.

Sec. 5. This Ordinance shall be in full force and effect after its passage, approval and publication as prescribed by NRS 244.100.

Proposed on the 15th day of October, 1975.  
Proposed by Commissioners Scott, Grow, Rusk, Nelson and Gaunt.  
Passed on the 27th day of October, 1975.

Vote:

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

*Alex Coon*  
Chairman of the Board

ATTEST:  
ALEX COON CLERK  
By: *Alex Coon* CHIEF DEPUTY  
County Clerk

This Ordinance shall be in force and effect from and after the 13th day of November, 1975, except as otherwise specifically provided herein.