

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 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 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.
2. 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.

1.

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 5th day of February, 1976.
Proposed by Commissioners Grow, Rusk, Nelson and Gaunt:
Passed on the 5th day of March, 1976.

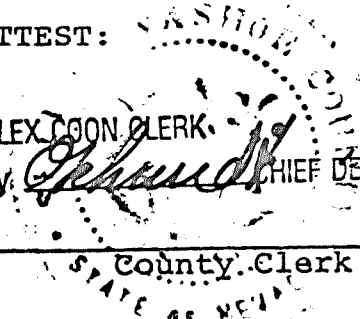
Vote:

Ayes: Commissioners: Scott, Grow, Rusk, Nelson and Gaunt.

Nayes: Commissioners: None

Absent: Commissioners: None

Alvin Scott
Chairman of the Board

ATTEST: 
ALEX COON, CLERK
By: *[Signature]* CHIEF DEPUTY
County Clerk
STATE OF NEVADA

This Ordinance shall be in force and effect from and after the 17th day of March, 1976.