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Publishers of

Reno Gazette-Journal

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Customer Acct# 349008
PO# ADOPT 1373
Ad# 1000567412
Legal Ad Cost \$175.02

STATE OF NEVADA
COUNTY OF WASHOE

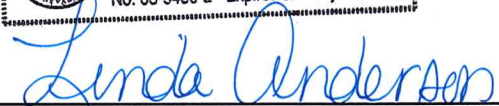
Being first duly sworn, deposes and says: That as the legal clerk of the Reno Gazette-Journal, a daily newspaper published in Reno, Washoe County, State of Nevada, that the notice referenced below has published in each regular and entire issue of said newspaper between the dates: **06/14/2008 - 06/20/2008**, for exact publication dates please see last line of Proof of Publication below.

Signed: 

JUL 1 2008

Subscribed and sworn to before me





Proof of Publication

NOTICE OF ADOPTION WASHOE COUNTY ORDINANCE NO. 1373 (new number) ORDINANCE NO. 1365 (previously assigned) NOTICE IS HEREBY GIVEN THAT: Bill No. 1551, Ordinance No.1373 entitled: AN ORDINANCE AMENDING THE WASHOE COUNTY CODE BYCHANGING THE DEFINITION OF "WORK WEEK" TO ALLOW EMPLOYEES TO WORK ALTERNATIVE WORK SCHEDULES WHICH COMPLY WITH THE FLSA, ALLOWING EMPLOYEES WORKING IN ALTERNATIVE WORK SCHEDULES TO RECEIVE THE SAME AMOUNT OF HOLIDAY TIME OFF AS OTHER EMPLOYEES, AND OTHER MATTERS PROPERLY RELATED THERETO. (Bill No.1551). PUBLIC NOTICE IS HEREBY GIVEN that an adequate number of typewritten copies of the above-numbered and entitled Ordinance are available for public inspection and distribution at the office of the County Clerk of Washoe County, at her office in the County Courthouse in Reno, Nevada, 75 Court Street, Reno, Washoe County, Nevada; and can be found on the County Clerk's website, www.washoecounty.us/clerks. Such Ordinance was proposed on May 27, 2008 and passed and adopted at a regular meeting of the Washoe County Board of County Commissioners on June 10, 2008, by the following vote of the Board of County Commissioners: Those Voting Aye: Jim Galloway, Bonnie Weber, Robert M. Larkin David Humke, Kitty Jung Those Voting Nay: None

1373 ✓

Those Absent: None This ordinance shall be in full force and effect from and after June 20, 2008, i.e., the date of the second publication of such ordinance by its title only. IN WITNESS WHEREOF, The Board of County Commissioners of Washoe County, Nevada, has caused this ordinance to be published by title only. AMY HARVEY, Washoe County Clerk and Clerk of the Board of County Commissioners No. 567412 - June 14, 20, 2008

SUMMARY: An ordinance amending Washoe County Code by changing the definition of "work week" to allow employees to work alternative work schedules which comply with the Fair Labor Standards Act, allowing employees working in alternative work schedules to receive the same amount of holiday time off as other employees, and other matters properly relating thereto.

BILL NO. 1551

ORDINANCE NO. ~~1365~~ 1373

AN ORDINANCE AMENDING THE WASHOE COUNTY CODE BY CHANGING THE DEFINITION OF "WORK WEEK" TO ALLOW EMPLOYEES TO WORK ALTERNATIVE WORK SCHEDULES WHICH COMPLY WITH THE FAIR LABOR STANDARDS ACT, ALLOWING EMPLOYEES WORKING IN ALTERNATIVE WORK SCHEDULES TO RECEIVE THE SAME AMOUNT OF HOLIDAY TIME OFF AS OTHER EMPLOYEES, AND OTHER MATTERS PROPERLY RELATING THERETO.

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

SECTION 1. Section 5.066 of the Washoe County Code shall be amended to read as follows:

5.066 "Work week" defined.

1. "Work week" means the period commencing 12:01 a.m. Monday and ending 12:00 midnight the following Sunday.
2. For employees who have been approved to work an alternative work schedule, "work week" means a fixed and regularly recurring period of 168 hours, commencing on the day and at the time the employer designates as the start of the work week.

SECTION 2. Section 5.117 of the Washoe County Code shall be amended to read as follows:

5.117 Part-time employment. An employee who works in a permanent position established for a portion of a regular work week or work year shall be paid for the actual hours worked. Part-time employment does not include temporary or seasonal employment. Combined positions with the county shall not exceed 8 hours per day total work time, or more than 40 hours per work week, except in the case of authorized overtime.

SECTION 3. Section 5.122 of the Washoe County Code shall be amended to read as follows:

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 at least 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 at least 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 at least 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. Section 5.229 of the Washoe County Code shall be amended to read as follows:

5.229 Normal work week.

1. The normal number of work hours in a work week for county employees shall be 40 hours, except that work weeks of a different number of hours may be established in order to meet the varying needs of different county departments. Appointing authorities shall report all deviations from the normal work schedule to the personnel division.

2. Except as otherwise provided in subsection 3, subsection 4 or by statute, pursuant to the provisions of NRS 245.040, the offices of all elected and appointed officers shall be kept open on all days except Saturdays and Sundays and nonjudicial days from 8 a.m. to 5 p.m. for the transaction of public business.

3. The hours during which the Washoe County library and its branches are open to the public shall be as determined by the county library trustees.

4. The office of commissioner of civil marriages will be open as follows:

(a) 10 a.m. - 7 p.m. Friday, Saturday and Sunday, closed 2-3 p.m. for lunch.

8 a.m. - 5 p.m. Monday and Thursday, closed 12-1 p.m. for lunch.

Closed Tuesday and Wednesday.

(b) Closed on all official holidays observed by Washoe County; and

(c) Open on Valentine's Day regardless of what day of the week that holiday occurs from 10 a.m. - 7 p.m., closed 2-3 p.m. for lunch.

SECTION 5.

5.231 Holidays.

1. Legal holidays for officers and employees of Washoe County are declared to be those set forth in NRS 236.015 as amended from time to time.

2. Except for employees working in an alternative work schedule, if January 1, July 4, or December 25 falls upon a:

(a) Sunday, the Monday following shall be observed as a legal

holiday.

(b) Saturday, the Friday preceding shall be observed as a legal holiday.

3. Employees working in an alternative work schedule are entitled to the same number of holidays as employees working a standard Monday through Friday work week. If, pursuant to subsection 2, the day on which the relevant holiday is to be observed lands on an employee who is working in an alternative work schedule's regular day off, the employee shall be allowed to take either the day preceding or following the day described in subsection 2, as determined by the employee's supervisor.

4. When a holiday of less than a full day is appointed, permanent part-time employees are entitled to the fractional equivalent time off; that is, an employee who regularly works 4 hours per day will be given 2 hours off for a 4-hour holiday. Temporary and temporary part-time employees are not eligible for holiday pay for time not worked.

[Business Impact Note: The Board of County Commissioners hereby finds that this ordinance does not impose a direct and significant economic burden upon a business, nor does it directly restrict the formation, operation or expansion of a business.]

Proposed on the 27th day of May, 2008.
Proposed by Commissioner Humke
Passed on the 10th day of June, 2008.

Vote:

Ayes: Larkin, Weber, Humke, Galloway & Jung

Nays: NONE

Absent: NONE

Robert M Larkin
Chairman
Washoe County Commission

ATTEST:
Amy Harvey
County Clerk

This ordinance shall be in force and effect from and after the 20 day of June, 2008.