

FIRST AMENDMENT

BILL NO. 76-46

ORDINANCE NO. 1827

AN ORDINANCE TO REPEAL CHAPTER 7 OF TITLE I OF THE MUNICIPAL CODE OF THE CITY OF LAS VEGAS, NEVADA, 1960 EDITION, AND TO PROVIDE A NEW CHAPTER 7 OF SAID TITLE I AND CONTINUE TO BE DESIGNATED AS THE COMPENSATION PLAN OF JUNE 27, 1976; PROVIDING A COMPENSATION PLAN TO GOVERN AND REGULATE THE SALARIES AND REMUNERATION OF EMPLOYEES OF THE CITY OF LAS VEGAS; PROVIDING PENALTIES RELATING HERETO; PROVIDING OTHER MATTERS PROPERLY RELATED THERETO; AND REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH.

THE BOARD OF COMMISSIONERS OF THE CITY OF LAS VEGAS DOES HEREBY ORDAIN AS FOLLOWS:

SECTION 1. CHAPTER 7 of TITLE I of the Municipal Code of the City of Las Vegas, Nevada, 1960 Edition and Ordinance No. 1788 is hereby repealed.

SECTION 2. COMPENSATION PLAN of June 27, 1976, ADOPTED: That certain document, three copies of same being on file in the Office of the City Clerk, Las Vegas, Nevada, and designated as the Compensation Plan of June 27, 1976 is hereby adopted and by this reference made a part of this code the same as if set out herein in full.

SECTION 3. APPLICABILITY: The Board of Commissioners hereby declares that it would have adopted each separate provision of this Chapter, regardless of the adoption of any other provision, and if any section, paragraphs, sentence, phrase, term, word or connotation of this Ordinance, or portion thereof, is for any reason held invalid, inapplicable, or unconstitutional by any Court of competent jurisdiction, such holding shall not invalidate the remaining portions of this Ordinance.

SECTION 4. Any person, firm or corporation violating any of the provisions of this Ordinance shall, upon conviction thereof, be punished by a fine of not more than \$500.00 and/or imprisonment in the City Jail for not more than six (6) months, or any combination of such fine and imprisonment. Every day of such violation shall constitute a separate offense.

SECTION 5. All ordinances or parts of ordinances, sections, subsections, phrases, sentences, clauses or paragraphs contained in the Municipal Code of the City of Las Vegas, Nevada,

1960 Edition, in conflict herewith, are hereby repealed.

PASSED, ADOPTED AND APPROVED this 16th day of June, 1976.

APPROVED:

William H. Briare
WILLIAM H. BRIARE, Mayor

ATTEST:

Edwina M. Cole
EDWINA M. COLE, City Clerk

The above and foregoing Ordinance was first proposed and read by title to the Board of Commissioners on the 2nd day of June, 1976, and referred to the following committee composed of Commissioners Lurie and Christensen, for recommendation; thereafter the same committee reported favorably on said Ordinance on the 16th day of June, 1976, which was a regular meeting of said Board; that at said regular meeting the proposed ordinance was read by title to the Board of Commissioners as amended and adopted by the following vote:

VOTING "AYE": Commissioners Christensen, Leavitt, Woofter, Lurie and Mayor Briare

VOTING "NAY": Commissioners None

ABSENT: None

APPROVED:

William H. Briare
WILLIAM H. BRIARE, Mayor

ATTEST:

Edwina M. Cole
EDWINA M. COLE, City Clerk

1 responsibilities with the same title which may reasonably and
2 fairly be used to designate each position allocated to the
3 classification, that substantially the same minimum qualifica-
4 tions may be required and that the same salary grade may apply
5 with equity and which contains a specification title, a
6 definition, examples of duties and minimal qualifications
7 required.

8 CLASSIFIED EMPLOYEE - an employee appointed under the
9 provisions of the Civil Service System in the City of Las Vegas.

10 COMPENSATION - the total remuneration received by the
11 employee by application of all benefits to which he is entitled.

12 COMPETITIVE SERVICE - employment in the City of Las
13 Vegas under the Civil Service System.

14 DEMOTION - any formal movement of an employee from one
15 classification to a classification on a lower salary grade.

16 EXEMPT - a supervisory, professional, administrative
17 or appointive employee who is exempt from being paid overtime.

18 FULL-TIME - a regularly scheduled work week of at
19 least 40 hours or more.

20 FUNDED EMPLOYEE - an employee working for the City and
21 on the City payroll, who may be entitled to all the benefits of
22 a regular employee but whose total or partial cost is reimbursed
23 to the City by an outside agency and whose tenure is dependent
24 upon the funding from the outside agency.

25 GRADE - a term used to designate a salary range to
26 which one or more classifications may be assigned.

27 HOLIDAY - a day set aside for the special observance
28 of a memorable event or occasion.

29 HOURLY EMPLOYEE - an employee hired on an hourly salary
30 schedule which constitutes his entire compensation.

31 HOURLY RATE - that rate of pay that is determined by
32 dividing an employee's bi-weekly salary, including longevity,

1 by the number of hours in his normal paid bi-weekly schedule.

2 JURY DUTY - the duty required of citizens to serve as
3 jurors in any legal court in the State of Nevada.

4 LEAVE - time granted an employee at his request to be
5 absent from work.

6 MATERNITY LEAVE - leave allowed employees for the
7 purpose of childbearing.

8 MILITARY LEAVE - leave allowed an employee for the
9 purpose of fulfilling obligations to the Armed Forces of the
10 United States of America or the State of Nevada.

11 NON-EXEMPT EMPLOYEE - an employee entitled to payment
12 for overtime work who is not supervisory, professional,
13 administrative or appointive.

14 NORMAL WORK DAY - the hours normally required for an
15 employee to work in any one day or one shift.

16 OVERTIME - time that an employee is required to work
17 in addition to his normal weekly work schedule.

18 PART-TIME EMPLOYEE - an employee working in a position
19 requiring less than the normal bi-weekly working hours.

20 POSITION - a group of duties and responsibilities that
21 have been assigned to an employee on a full-time or part-time
22 basis.

23 PROBATIONARY EMPLOYEE - a full-time employee who has
24 not completed his probationary period of employment as specified
25 in the Civil Service Rules.

26 PROMOTION - any movement of an employee from one
27 classification to another classification on a higher salary grade.

28 PROVISIONAL EMPLOYEE - an employee appointed or
29 promoted by the City to an established position for a period not
30 to exceed ninety (90) calendar days.

31 REASSIGNMENT - any formal movement of an employee from
32 one position to another in the same classification and the same

1 department.

2 RECLASSIFICATION - any formal movement of an employee
3 from one classification to another on the same salary grade.

4 REDUCTION IN GRADE - any formal movement of an employee
5 from one classification to a classification on a lower salary
6 grade.

7 REGULAR EMPLOYEE - an employee who has completed his
8 initial probationary period and whose appointment has been
9 confirmed.

10 SALARY - the remuneration received by the employee by
11 application of a salary schedule.

12 SALARY SCHEDULE - the step and grade structure as
13 established by the City.

14 SALARY RANGE CHANGE - the salary grade for a class is
15 changed. Employees shall be placed at the same step in the new
16 range as they occupy in the present range with no adverse effect
17 upon their eligibility for within-grade increases.

18 SERVICE DATE - that date on which the employee started
19 to work during his current tour of duty with the City of Las
20 Vegas.

21 SHIFT - the hours which an employee is normally
22 scheduled to work on any normal work day.

23 SICK LEAVE - paid time off allowed to an employee due
24 to bona fide sickness.

25 STEP - an increment within a salary grade which
26 designates a certain bi-weekly pay.

27 STRAIGHT-TIME - that rate of pay normally paid to an
28 employee as salary for a bi-weekly working time without additional
29 benefits or compensation as is shown in the salary schedule, i.e.
30 base pay.

31 TEMPORARY EMPLOYEE - an employee appointed for a term
32 not to exceed one year to fill a position which is not intended

1 to be of an indefinite nature.

2 TERMINATION - the removal from the payroll of an employee.

3 TERMINATION DATE - that date on which the employee was
4 removed and ceased to actively work on the payroll of the City of
5 Las Vegas.

6 TRANSFER - any formal movement of an employee from a
7 classification in one department to the same classification in
8 another department.

9 WITHIN-GRADE INCREASE - a salary step increase within
10 the employee's current salary grade.

11 SECTION 2. GENERAL COMPENSATION RULES:

12 a. Establishment - The City Manager shall administer
13 the Compensation Plan, and shall formulate and cause to be placed
14 into effect such administrative rules and regulations as shall
15 be necessary to carry out the purposes and intent of this Plan
16 and may amend them as conditions require.

17 Amendments to this Compensation Plan may be made by
18 the Board of City Commissioners when appropriate.

19 b. Payment and Effective Dates - All employees shall be
20 paid on the salary rates specified in this Plan in Attachment A,
21 which by this reference is incorporated herein, or in accordance
22 with the flat rate set for elected officials and the City Manager
23 by the City Commission. Hourly rated classifications will be paid
24 at a flat hourly rate as specified by the City Manager, which pay-
25 ment shall be their entire compensation. Employees shall only be
26 paid for time worked as specified herein. The effective date for
27 all payments shall be set by the City Manager.

28 c. Part-Time Employment - Whenever an employee in a
29 full time classification works for a period less than the
30 established regular pay period, the employee shall be paid on an
31 hourly basis for the time worked. Other benefits provided herein
32 may be granted on a pro-rated basis.

1 SECTION 3. SALARY STRUCTURE AND SALARY INCREASES:

2 a. Salary Range Assignment - Each employee shall be paid
3 at a rate within the approved salary grade for his classification
4 as allocated or assigned by the City Manager. Appointment rates
5 above the minimum rates may be paid if the City Manager deems it
6 necessary and in the best interests of the City.

7 b. Within-Grade Increases - Within-grade increases are
8 based solely on merit and must be recommended by the Department
9 Head and be approved by the Director of Personnel and Employee
10 Relations and the City Manager. A non-hourly employee who meets
11 all requirements of his position is normally eligible for a one-
12 step increase within the salary range to which his classification
13 has been assigned upon completion of each year's service in grade
14 and step to the maximum of the salary range.

15 An employee whose performance is considered to be
16 "outstanding" is eligible to advance one salary step within the
17 assigned grade after having at least six (6) months service in
18 his existing step.

19 An employee shall be notified in writing not less than
20 three (3) working days prior to the effective date of the reasons
21 for the withholding of his within-grade increase.

22 c. Promotion - If an employee is promoted, his rate of
23 pay in the new position shall be determined as follows: on pro-
24 motion, the salary of the employee shall be at a step in the new
25 grade which will provide an increase. The employee's service date
26 (which is construed to mean the employee's date of hire) or on
27 completion of one (1) year in the grade to which promoted, which-
28 ever is closer to the promotional date, shall be used for computing
29 his eligibility for his first within-grade increase as provided
30 above.

31 d. Salary Rate Schedule - The attached salary rate
32 schedule (Attachment A), consisting of minimum and maximum rates

1 of pay for each salary grade and such intermediate rate of pay as
2 are necessary and equitable, shall be used by the City Manager to
3 determine the approved salary range for all classifications of City
4 employees, except elected officials. Whenever any employee's base
5 salary rate as shown in Attachment A is changed, such as a result of
6 a salary range assignment, salary increase or promotion, the City
7 Commission shall be furnished an informational listing of the change.

8 SECTION 4. SPECIAL PAY:

9 a. Longevity Pay - The longevity pay for appointive and
10 classified full time employees shall be provided for said employees
11 on the following basis: upon completion of six (6) consecutive years
12 of employment, covered employees shall receive an additional three
13 per cent (3%) of their bi-weekly base salary, as established in
14 Attachment A. For each year of continuous service thereafter each
15 employee shall receive an additional one-half of one per cent ($\frac{1}{2}$ of
16 1%) increase of the base salary until a maximum of ten per cent
17 (10%) has been reached for twenty (20) years of continuous employ-
18 ment with the City of Las Vegas. This longevity plan shall become
19 effective on the hiring anniversary date of covered employees.
20 Overtime or any other incentive payments shall not be considered in
21 the calculation of the percentages of longevity pay.

22 b. Acting Pay - Classified employees who are officially
23 required to assume temporarily the full responsibilities of an
24 established position of a higher grade shall be paid at a step and
25 grade five per cent (5%) higher than their current step and grade
26 or the minimum of the new classification assumed, whichever is
27 greater. No such assignment shall exceed ninety (90) days without
28 the recommendation of the Director of Personnel and Employee Rela-
29 tions and the approval of the City Manager.

30 c. Tool Allowance - Employees in certain classifications
31 as determined by the City Manager who are required to furnish tools
32 in the performance of their duties shall receive a specified amount

1 for these tools as determined by the City Manager.

2 d. Uniform Allowance - Employees who are required to
3 wear uniforms shall be furnished the uniforms required or shall
4 be paid an authorized uniform allowance in lieu thereof as
5 established by the City Manager.

6 e. Court Pay - All classified employees shall receive
7 court pay in the amount of Ten Dollars (\$10.00) per required morning,
8 afternoon or evening appearance, or time and one-half for the actual
9 time in court (if the hours worked in the work week exceed 40 hours),
10 whichever is greater, when off duty and which is not compensated by
11 another entity.

12 f. Incentive Pay - Classified employees serving regular
13 assignments on the Bomb Squad shall receive incentive pay in the
14 amount of One Hundred Fifty Dollars (\$150.00) per month for all
15 Bomb Squad duties.

16 g. Travel Pay - Employees shall receive travel pay at the
17 rate of twelve cents (12¢) per mile for any and all miles required
18 to be traveled in the employee's personal vehicle after reporting
19 for duty at an assigned duty location. Travel pay shall be paid
20 on a quarterly basis based on the City's fiscal year, July 1 to
21 June 30, or monthly if more appropriate.

22 h. Deferred Compensation - The City Manager is
23 authorized to study the ramifications of a Deferred Compensation
24 Program and, if found to be practical, to submit same to the City
25 Commission for this consideration and approval.

26 SECTION 5. HOURS OF WORK, OVERTIME AND CALL-OUT:

27 a. Hours of Work - In the case of full time employees
28 their whole time shall be at the disposal of the City Manager or
29 his authorized representative. The normal paid weekly working
30 hours shall be forty (40), including the meal period.

31 b. Overtime - All non-exempt personnel required to work
32 longer than their normal weekly hours shall be paid overtime on a

1 time and one-half ($1\frac{1}{2}$) hourly rated basis based on their hourly rate
2 of pay at their normal weekly working hours, including longevity.

3 In extenuating circumstances exempt personnel who are required to
4 work in excess of their regular assignments may be paid overtime in
5 cash at straight time upon direction of the City Manager.

6 c. Call-Out - In emergency situations requiring imme-
7 diate attention where the department head or his designated repre-
8 sentative feels that it is necessary to call out one or more members
9 of a department, an employee shall be paid overtime pay on a time
10 and one-half ($1\frac{1}{2}$) rated basis. Said employee shall be paid for a
11 minimum of two (2) hours regardless of having worked less than two
12 (2) hours. However, in the event that the period of call-out extends
13 into the employee's normal working shift, such employee shall be paid
14 only for the time actually worked in addition to his normal working
15 shift. If the period of call-out exceeds two (2) hours, the
16 employee shall be paid for the amount of time actually worked.

17 If an employee is required to return to duty after
18 completing a normal shift or he is required to report to work on
19 a day in which a normal shift is not scheduled, the employee shall
20 be compensated for a minimum of two (2) hours or the actual time
21 worked, whichever is greater, on a time and one-half ($1\frac{1}{2}$) rated
22 basis.

23 An employee who works less than two (2) hours on the
24 initial call-out and is then called out a second time during the
25 initial two-hour period shall not be entitled to any additional
26 overtime pay unless the aggregate time worked for both occurrences
27 shall exceed two (2) hours, in which case he shall be paid for
28 the aggregate time so worked. In the event an employee is called
29 out for a second time after the expiration of two (2) hours from
30 the first call-out, he shall be paid for a minimum of two (2)
31 hours for each call-out except as provided in the previous
32 paragraph.

1 SECTION 6. HOLIDAYS AND LEAVE:

2 a. Holidays - Legal holidays shall be:

- 3 New Year's Day Nevada Day
4 Washington's Birthday Veterans' Day
5 Memorial Day Thanksgiving Day
6 Independence Day Christmas Day
7 Labor Day

8 Any day that may be declared a legal national holiday by the
9 President of the United States. Any day that may be declared a
10 legal holiday by the Governor of the State of Nevada or the
11 Mayor of the City of Las Vegas.

12 If any of the above holidays falls on Sunday, the
13 following Monday shall be considered as the legal holiday. If
14 any of the above holidays fall on Saturday, the preceding Friday
15 shall be considered as the legal holiday.

16 All full time employees who are employed on a 40-hour
17 week, Monday through Friday basis, shall be entitled to time off
18 on such legal holidays.

19 Exempt and non-exempt classified employees in the
20 departments which operate on an extended day basis who work on a
21 legal holiday as a part of their regular work schedule, shall
22 receive compensation in cash for the holiday worked on a straight
23 time basis as follows: eight (8) hours if they are on a 40-hour
24 per week work schedule, or twelve (12) hours if they are on a
25 56-hour per week work schedule.

26 Exempt and non-exempt employees in the departments
27 which operate on an extended day basis whose regularly scheduled
28 day off falls on a legal holiday, shall receive compensation in
29 cash on a straight time basis as follows: eight (8) hours if
30 they are on a 40-hour per week work schedule, or twelve (12)

31 -----
32 -----

1 hours if they are on a 56-hour per week work schedule.

2 Non-exempt employees in the departments which operate
3 on an extended day basis, whose regularly scheduled day off falls
4 on a legal holiday, and who are required to work on the holiday,
5 shall receive compensation in cash at time and one-half ($1\frac{1}{2}$)
6 for all hours worked which exceed 40 hours worked in the week.

7 All full time employees, in order to be entitled to a
8 legal holiday as provided, shall be on pay status on their
9 scheduled work day immediately preceding and immediately
10 following such holiday.

11 b. Annual Leave, Accrual Rate and Payoff

12 (1) Annual Leave - Annual leave is provided to
13 employees for purposes of rest and relaxation from their duties
14 and for attending to personal business. Absences not specifically
15 covered by the provisions herein shall be chargeable to annual
16 leave to the extent it has been accrued or advanced.

17 (2) Accrual Rate - Employees shall be eligible
18 to take annual leave after completion of one (1) year of
19 continuous full time service. Annual leave shall accrue from
20 the date of entry on duty to all employees, except those employed
21 on a temporary appointment basis, in an amount equal to:

22 (1) Three and eight hundredths (3.08) hours bi-weekly for
23 the first year.

24 (2) Four and sixty-two hundredths (4.62) hours bi-weekly
25 for the second through the fifteenth year.

26 (3) Six and fifteen hundredths (6.15) hours bi-weekly for
27 each year thereafter.

28 Part-time employees working on a regular appointment are eligible
29 for annual leave on a prorated basis in accordance with these
30 rules.

31 Annual leave may be accumulated up to a maximum of
32 two hundred forty (240) hours during the first fifteen years of

1 service and three hundred twenty (320) hours thereafter. During
2 the calendar year, any annual leave which exceeds the allowed
3 maximum shall be forfeited on December 31st of each year.

4 Application for annual leave must be approved in advance of
5 taking leave. Upon approval of the City Manager, an employee
6 may be advanced annual leave. An employee who has taken advanced
7 annual leave beyond that accrued at the time of separation shall
8 make restitution for such leave, either by deduction from any
9 amount owed him by the City or by cash refund.

10 (3) Payoff - Employees with more than one (1)
11 year's service who are separated from the City's employment are
12 entitled to payment for unused annual leave not previously
13 forfeited.

14 c. Sick Leave, Accrual Rate, Payoff and Charging

15 (1) Sick Leave - All full time appointive and
16 classified employees whose appointments are for a minimum of
17 120 calendar days shall accrue three and sixty-nine hundredths
18 (3.69) hours of sick leave bi-weekly. There shall be no limit
19 to the amount of sick leave that can be accumulated.

20 (2) Sick leave may be used by employees who are:

21 (a) Incapacitated by illness or injury from the
22 performance of their duties or whose attendance is
23 prevented by public health requirements may be granted
24 sick leave with pay; or

25 (b) ~~Required~~ Required to absent themselves from work to
26 attend the funeral of a member of their immediate
27 family (defined as: spouse, child, father, mother,
28 brother or sister) may be granted sick leave with pay
29 up to a maximum of three (3) days.

30 (c) In extraordinary circumstances additional
31 sick leave for funeral attendance may be granted by
32 the department head, or

1 (d) Required to absent themselves from work to
2 personally care for a member of their family (as
3 defined above) may be granted sick leave with pay in
4 medical emergencies as substantiated on the leave slip
5 upon approval of the department head and the City
6 Manager, or

7 (e) Required to take time off from work for the
8 purpose of keeping a personal appointment with a
9 doctor may be granted sick leave up to a maximum of
10 four (4) hours for any one appointment. A request for
11 additional time must be approved by the department
12 head.

13 (3) Any time off for funeral attendance in
14 addition to three (3) days and any time off for personal care of
15 a member of their immediate family which has not been authorized
16 by the department head as above provided shall be charged to
17 annual leave, if available.

18 (4) An employee incapacitated beyond the period
19 covered by sick leave may be granted leave without pay and, on the
20 approval of the City Manager, either a grant or an advance of
21 additional sick leave with full or partial pay.

22 (5) Sick leave may be approved by the City Manager
23 except that he may delegate his authority to any official(s) he
24 deems appropriate.

25 (6) An employee shall receive payment for one-
26 half the amount of unused sick leave which he has accrued, upon
27 separation, after five years of continuous full time service.
28 Said payment shall be computed as follows: one-half of the
29 employee's accumulated sick leave hours, divided by the employee's
30 current monthly rate of accrual and paid at the daily rate which
31 will be equivalent of 1/10th of his bi-weekly base salary including
32 longevity.

1 (7) Charging - Employees shall be charged with the
2 use of sick leave in accordance with the following provisions:

- 3 - Personnel properly calling in sick in accordance with
4 department procedure when no work is performed shall be
5 charged one full shift.
6 - Personnel leaving work during the scheduled shift prior
7 to the normally scheduled meal period shall be charged
8 with all hours remaining in the shift from the time the
9 employee left work.
10 - Personnel leaving work at the scheduled meal period on a
11 sick basis shall be charged with the hours of work
12 remaining on the shift minus the scheduled meal period.
13 - Personnel reporting back to work after the scheduled meal
14 period and then leaving work at a later time sick shall
15 be charged with the actual amount of time missed from work.
16 - Personnel reporting to work and taking one or more hours
17 sick leave for purposes of a doctor's appointment and
18 reporting back to work shall be charged with the actual
19 full hours of work missed minus any scheduled meal period
20 during which time the hours were missed.

21 d. Maternity Leave - Full time employees who will have
22 completed at least six (6) months service at the anticipated
23 date of confinement shall be entitled to leave without pay for
24 maternity purposes commencing as determined below and extending
25 up to six (6) months following the birth of their child. How-
26 ever, such an employee shall be permitted to return to work
27 after the birth of her child when she presents a statement
28 from a qualified physician stating that she is physically able to
29 resume her regular duties.

30 Such an employee, upon becoming aware of her condition,
31 shall obtain a statement from her physician stating that he is
32 acquainted with the type of work being performed by the employee

1 and that it will not be injurious to her health or to the health
2 of her expected child for her to continue working. After the
3 initial statement has been presented, a similar statement shall
4 be presented monthly, commencing with the sixth month of
5 pregnancy. The employee complying with the above shall be
6 entitled to work as long as she continues to present such monthly
7 statements or until the dates specified in any such statement
8 as the date beyond which she should not be permitted to work.
9 If the employee fails to present her initial medical statement
10 or fails to present any required monthly medical statement, she
11 may be placed on maternity leave at any time thereafter at the
12 request of the City.

13 Employees not fulfilling the requirements of this rule may
14 be granted leave without pay.

15 e. Military Leave - Whenever an employee enters the
16 Armed Forces of the United States, whether by enlistment or by
17 Selective Service, the following shall apply:

18 - The employee shall be given military leave without pay for
19 a period not to exceed four (4) years, unless on an
20 involuntary basis.

21 - During the period of military service, the employee shall
22 retain all rights to which he is entitled under the pro-
23 visions of the Charter of the City, provided that during
24 a period of military leave in excess of thirty (30) days
25 annual or sick leave credit shall not accrue. His salary
26 and seniority upon his return shall be as established in
27 the applicable federal law.

28 - After the completion of service, the employee may be
29 restored to his former position if it appears to the
30 satisfaction of the City Manager, after such examination
31 as may appear necessary, that the employee is able to
32 perform his former service to the City, provided that the

1 employee makes written application for immediate rein-
2 statement within ninety (90) calendar days after
3 receiving an honorable discharge or release from active
4 duty. The provisions of this sub-section shall not apply
5 to any employee receiving other than an honorable
6 discharge.

7 - Persons employed to fill positions becoming vacant under
8 this Section shall hold such positions subject to being
9 assigned to another post, if available, or terminated upon
10 the reinstatement of the returning employee to his former
11 position as provided for above.

12 - Any employee having a reserve status in any of the regular
13 branches of the Armed Forces of the United States or the
14 Nevada National Guard, upon request to serve under orders
15 on training duty shall be granted leave for a period not
16 to exceed fifteen (15) calendar days in any one calendar
17 year. Compensation during such leave shall be the normal
18 gross salary excluding overtime that they receive from the
19 City and their Armed Services pay.

20 - When an employee is ordered to report for pre-induction
21 physical by his Draft Board, time spent up to three (3)
22 days shall be considered an emergency military leave and
23 shall be granted with pay upon presentation of such orders
24 to his immediate supervisor.

25 f. Court Witness or Jury Duty Leave - a full time
26 employee called to serve on jury duty or subpoenaed to appear as
27 a witness in a criminal proceeding in court and who is not a
28 party in such criminal proceedings, shall receive their regular
29 pay and retain all jury or witness pay. Those persons called
30 but not selected to serve on the jury shall report back to work
31 when excused.

1 g. Special Leave - Special leave with full or partial
2 pay or without pay may be granted by the City Manager in the inter-
3 est of the City, e.g., attendance at professional conferences or
4 meetings or for education or training purposes. Normally such
5 leave shall not exceed one (1) year.

6 Leave without pay may be granted an employee for pur-
7 poses normally covered by sick or annual leave when such leave has
8 been exhausted or for other justifiable reasons.

9 Except as provided below, periods of leave without pay
10 in excess of thirty (30) calendar days shall not be credited for
11 purposes of annual or sick leave, completion of probation, salary
12 increases, or, except in the case of military leave without pay,
13 seniority or computing longevity pay. The employee's service date
14 shall be adjusted accordingly and he shall receive credit for all
15 time for which he was actively working for the City.

16 Continuous leave without pay for periods in excess of
17 thirty (30) calendar days must be approved by the department and
18 Director of Personnel and Employee Relations and the City Manager.
19 No City paid benefits will be paid for employees on leave without
20 pay for periods in excess of thirty (30) calendar days.

21 Periods of leave without pay in excess of thirty (30)
22 calendar days resulting from a job-connected illness or injury
23 shall be credited for purposes of annual or sick leave, seniority
24 or computing longevity pay, and may be credited for purposes of
25 completion of probation and/or salary increases, on the recommenda-
26 tion of the department head and approval of the Director of Personnel
27 and Employee Relations and the City Manager.

28 SECTION 7. GENERAL

29 a. Medical Benefits - The City will pay the entire
30 cost of all employees' hospitalization and health insurance
31 policy as approved by the City. The aforementioned "cost" that
32 the City will pay shall not be in excess of \$15.00 bi-weekly

1 Any cost in excess of \$15.00 bi-weekly for the employees'
2 coverage shall be borne by payroll deduction by the employee upon
3 his giving written authorization that he wishes to carry said
4 coverage or as provided in the employee contracts. Employees in
5 certain classifications, as determined by the City Manager, who
6 are required or volunteer for physical examination shall receive
7 those physical examinations at the expense of the City so long
8 as the City-appointed services are used.

9 b. Service-Incurred Disability

10 (1) Coverage - All employees shall be covered by
11 the provisions of the Nevada Industrial Insurance Act, the Nevada
12 Occupational Diseases Act and the Industrial Safety Act.

13 (2) Salary Maintenance - Should a full time
14 employee suffer a service-incurred accident or illness and the
15 benefits paid to such employee under the provisions of the
16 aforementioned Acts shall not equal the employee's present gross
17 salary, then and in that event, the City shall pay to the
18 employee an amount equal to the difference between the compensa-
19 tion received under the aforementioned Acts and employee's then
20 present gross salary, excluding overtime, for a period of one
21 calendar month from the first day of absence due to illness or
22 injury. In addition to the foregoing, the City may continue this
23 maintenance of income for periods of thirty days up to a maximum
24 time limit of twelve months, including the mandatory first
25 month's benefit. An employee whose full salary is being
26 maintained under the provisions of this paragraph shall not be
27 charged with the use of sick leave for that period of full income
28 maintenance.

29 (3) Physical Examinations - Before the City grants
30 these benefits, it may require, at its option and its expense,
31 that the employee be examined by a physician appointed by the
32 City. The examining physician shall provide to the City and

1 the employee a copy of his medical findings and his opinion as
2 to whether or not the employee is able to perform his normal
3 work duties and/or whatever, if any, work duties the employee is
4 able to perform or unable to perform. The City may further
5 require that such injured employee keep the City informed of
6 his condition, make himself available for consultation and
7 report for light duty work, if available, as soon as possible
8 after release by a qualified physician which may be either City-
9 or employee-appointed. Disputes shall be settled in accordance
10 with Civil Service procedures.

11 c. Personnel Reduction - When City-funded positions
12 of indefinite duration and which are presently filled, are
13 abolished, reductions shall be accomplished in accordance with
14 the following provisions:

- 15 - Competition for retention shall be limited to other
16 employees holding positions in classifications of a
17 similar nature, requiring similar qualifications,
18 performing similar duties at the same grade.
- 19 - Temporary City-funded positions within the department
20 should first be eliminated. Personnel eligible to
21 receive maximum percentage retirement benefits under
22 the Public Employees Retirement System of the State of
23 Nevada shall then be retired.
- 24 - Further priority for retention shall be based upon
25 seniority of service within the classification within
26 the given department.
- 27 - All personnel who are affected by reduction in force
28 shall have the right to elect a reduction in grade to a
29 lower rank in the same department that they are qualified
30 to fill through previous service in that rank.
- 31 - An employee's appointment shall not be terminated before
32 the employee has been made a reasonable offer of

1 reassignment, if such offer is immediately possible, in
2 the determination of the City.

- 3 - As a result of the application of this reduction in force
4 procedure, the City may cause the reassignment, transfer,
5 reduction in grade, or any combination thereof, or the
6 termination of an employee.
- 7 - Any employee reduced in grade or terminated under this
8 provision shall have his name placed on the City's
9 reemployment list, in accordance with the Civil Service
10 Rules. Previous employees shall be notified once by
11 certified mail, return receipt requested, at their last
12 known address and shall respond within ten days of receipt
13 affirmatively by certified mail or in person that they are
14 accepting the offer of reemployment on the date specified
15 in the offer or they shall be deemed to have refused the
16 offer of reemployment and forfeited all seniority and/or
17 rehire rights and privileges.
- 18 - Termination under this rule shall require the giving of
19 at least two weeks' notice to the employee, or payment in
20 lieu of notice, of an equivalent amount of salary by
21 the City.

22 Temporary employees appointed on a temporary basis for
23 a City-funded position of limited duration may be terminated prior
24 to the stated expiration date of the position upon completion of
25 the assigned work or in the best interests of the City.

26 d. Educational Assistance - The City will reimburse
27 employees 100% of the tuition for approved job-related courses
28 completed with a passing grade. Reimbursement will be for cost
29 of tuition only and may only be paid when all the conditions are
30 met in accordance with the Educational Assistance Program as
31 established by the City Manager.

32 -----

1 SECTION 8. RETIREMENT

2 All employees shall participate in the Public Employees
3 Retirement System of the State of Nevada, in accordance with
4 State law and the rules of the Retirement Board. The City shall
5 comply with all the provisions of NRS 286.421 for the purpose of
6 paying the entire employees' retirement contribution.

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GRADE AND STEP SCHEDULE

ATTACHMENT A

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
1	2.30HR 184.00 399 4,784	2.42HR 193.20 419 5,023	2.54HR 202.86 440 5,274	2.66HR 213.00 462 5,538	2.80HR 223.65 485 5,815
2	2.36HR 188.60 409 4,904	2.48HR 198.03 429 5,149	2.60HR 207.93 451 5,406	2.73HR 218.33 473 5,677	2.87HR 229.25 497 5,961
3	2.42HR 193.32 419 5,026	2.54HR 202.99 440 5,278	2.66HR 213.14 462 5,542	2.80HR 223.80 485 5,819	2.94HR 234.99 509 6,110
4	2.48HR 198.15 429 5,152	2.60HR 208.06 451 5,410	2.73HR 218.46 473 5,680	2.87HR 229.38 497 5,964	3.01HR 240.85 522 6,262
5	2.54HR 203.10 440 5,281	2.67HR 213.26 462 5,545	2.80HR 223.92 485 5,822	2.94HR 235.12 509 6,113	3.09HR 246.88 535 6,419
6	2.60HR 208.18 451 5,413	2.73HR 218.59 474 5,683	2.87HR 229.52 497 5,968	3.01HR 241.00 522 6,266	3.16HR 253.05 548 6,579
7	2.67HR 213.38 462 5,548	2.80HR 224.05 485 5,825	2.94HR 235.25 510 6,117	3.09HR 247.01 535 6,422	3.24HR 259.36 562 6,743
8	2.73HR 218.71 474 5,686	2.87HR 229.65 498 5,971	3.01HR 241.13 522 6,269	3.16HR 253.19 549 6,583	3.32HR 265.85 576 6,912
9	2.80HR 224.18 486 5,829	2.94HR 235.39 510 6,120	3.09HR 247.16 536 6,426	3.24HR 259.52 562 6,748	3.41HR 272.50 590 7,085
10	2.87HR 229.78 498 5,974	3.02HR 241.27 523 6,273	3.17HR 253.33 549 6,587	3.33HR 266.00 576 6,916	3.49HR 279.30 605 7,262

GRADE AND STEP SCHEDULE

ATTACHMENT A

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
11	2.94HR 235.52 510 6,124	3.09HR 247.30 536 6,430	3.25HR 259.67 563 6,751	3.41HR 272.65 591 7,089	3.58HR 286.28 620 7,443
12	3.02HR 241.41 523 6,277	3.17HR 253.48 549 6,590	3.33HR 266.15 577 6,920	3.49HR 279.46 606 7,266	3.67HR 293.43 636 7,629
13	3.09HR 247.45 536 6,434	3.25HR 259.82 563 6,755	3.41HR 272.81 591 7,093	3.58HR 286.45 621 7,448	3.76HR 300.77 652 7,820
14	3.17HR 253.64 550 6,595	3.33HR 266.32 577 6,924	3.50HR 279.64 606 7,271	3.67HR 293.62 636 7,634	3.85HR 308.30 668 8,016
15	3.25HR 259.98 563 6,759	3.41HR 272.98 591 7,097	3.58HR 286.63 621 7,452	3.76HR 300.96 652 7,825	3.95HR 316.01 685 8,216
16	3.33HR 266.48 577 6,928	3.50HR 279.80 606 7,275	3.67HR 293.79 637 7,639	3.86HR 308.48 668 8,020	4.05HR 323.90 702 8,421
17	3.41HR 273.14 592 7,102	3.59HR 286.80 621 7,457	3.76HR 301.14 653 7,830	3.95HR 316.20 685 8,221	4.15HR 332.01 719 8,632
18	3.50HR 279.97 607 7,279	3.67HR 293.97 637 7,643	3.86HR 308.67 669 8,025	4.05HR 324.10 702 8,427	4.25HR 340.31 737 8,848
19	3.59HR 286.97 622 7,461	3.77HR 301.32 653 7,834	3.95HR 316.39 686 8,226	4.15HR 332.21 720 8,637	4.36HR 348.82 756 9,069
20	3.68HR 294.14 637 7,648	3.86HR 308.85 669 8,030	4.05HR 324.29 703 8,432	4.26HR 340.50 738 8,853	4.47HR 357.53 775 9,296
21	3.77HR 301.49 653 7,839	3.96HR 316.56 686 8,231	4.15HR 332.39 720 8,642	4.36HR 349.01 756 9,074	4.58HR 366.46 794 9,528

GRADE AND STEP SCHEDULE

ATTACHMENT A

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
22	3.86HR 309.03 670 8,035	4.06HR 324.48 703 8,436	4.26HR 340.70 738 8,858	4.47HR 357.74 775 9,301	4.70HR 375.63 814 9,766
23	3.96HR 316.76 686 8,236	4.16HR 332.60 721 8,648	4.37HR 349.23 757 9,080	4.58HR 366.69 795 9,534	4.81HR 385.02 834 10,011
24	4.06HR 324.68 704 8,442	4.26HR 340.91 739 8,864	4.47HR 357.96 776 9,307	4.70HR 375.86 814 9,772	4.93HR 394.65 855 10,261
25	4.16HR 332.80 721 8,653	4.37HR 349.44 757 9,085	4.59HR 366.91 795 9,540	4.82HR 385.26 835 10,017	5.06HR 404.52 877 10,518
26	4.26HR 341.12 739 8,869	4.48HR 358.18 776 9,313	4.70HR 376.09 815 9,778	4.94HR 394.89 856 10,267	5.18HR 414.63 898 10,780
27	4.37HR 349.65 758 9,091	4.59HR 367.13 795 9,545	4.82HR 385.49 835 10,023	5.06HR 404.76 877 10,524	5.31HR 425.00 921 11,050
28	4.48HR 358.39 777 9,318	4.70HR 376.31 815 9,784	4.94HR 395.13 856 10,273	5.19HR 414.89 899 10,787	5.45HR 435.63 944 11,326
29	4.59HR 367.35 796 9,551	4.82HR 385.72 836 10,029	5.06HR 405.01 878 10,530	5.32HR 425.26 921 11,057	5.58HR 446.52 968 11,610
30	4.71HR 376.53 816 9,790	4.94HR 395.36 857 10,279	5.19HR 415.13 899 10,793	5.45HR 435.89 944 11,333	5.72HR 457.68 992 11,900
31	4.82HR 385.94 836 10,034	5.07HR 405.24 878 10,536	5.32HR 425.50 922 11,063	5.58HR 446.78 968 11,616	5.86HR 469.12 1016 12,197
32	4.94HR 395.59 857 10,285	5.19HR 415.37 900 10,800	5.45HR 436.14 945 11,340	5.72HR 457.95 992 11,907	6.01HR 480.85 1042 12,502

GRADE AND STEP SCHEDULE

ATTACHMENT A

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
33	5.07HR 405.48 879 10,542	5.32HR 425.75 923 11,070	5.59HR 447.04 969 11,623	5.87HR 469.39 1017 12,204	6.16HR 492.86 1068 12,814
34	5.20HR 415.62 901 10,806	5.46HR 436.40 946 11,346	5.73HR 458.22 993 11,914	6.01HR 481.13 1042 12,509	6.31HR 505.19 1095 13,135
35	5.33HR 426.01 923 11,076	5.59HR 447.31 969 11,630	5.87HR 469.68 1018 12,212	6.16HR 493.16 1069 12,822	6.47HR 517.82 1122 13,463
36	5.46HR 436.66 946 11,353	5.73HR 458.49 993 11,921	6.02HR 481.41 1043 12,517	6.32HR 505.48 1095 13,142	6.63HR 530.75 1150 13,800
37	5.59HR 447.58 970 11,637	5.87HR 469.96 1018 12,219	6.17HR 493.46 1069 12,830	6.48HR 518.13 1123 13,471	6.80HR 544.04 1179 14,145
38	5.73HR 458.77 994 11,928	6.02HR 481.71 1044 12,524	6.32HR 505.80 1096 13,151	6.64HR 531.09 1151 13,808	6.97HR 557.64 1208 14,499
39	5.88HR 470.24 1019 12,226	6.17HR 493.75 1070 12,838	6.48HR 518.44 1123 13,479	6.80HR 544.36 1179 14,153	7.14HR 571.58 1238 14,861
40	6.03HR 482.00 1044 12,532	6.33HR 506.10 1097 13,159	6.64HR 531.41 1151 13,817	6.97HR 557.98 1209 14,507	7.32HR 585.88 1269 15,233
41	6.18HR 494.05 1070 12,845	6.48HR 518.75 1124 13,488	6.81HR 544.69 1180 14,162	7.15HR 571.92 1239 14,870	7.51HR 600.52 1301 15,614
42	6.33HR 506.40 1097 13,166	6.65HR 531.72 1152 13,825	6.98HR 558.31 1210 14,516	7.33HR 586.23 1270 15,242	7.69HR 615.54 1334 16,004
43	6.49HR 519.06 1125 13,496	6.81HR 545.01 1181 14,170	7.15HR 572.26 1240 14,879	7.51HR 600.87 1302 15,623	7.89HR 630.91 1367 16,404

GRADE AND STEP SCHEDULE

ATTACHMENT A

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
44	6.65HR 532.04 1153 13,833	6.92HR 558.64 1210 14,525	7.33HR 586.57 1271 15,251	7.70HR 615.90 1334 16,013	8.08HR 646.70 1401 16,814
45	6.82HR 545.34 1182 14,179	7.16HR 572.61 1241 14,888	7.52HR 601.24 1303 15,632	7.89HR 631.30 1368 16,414	8.29HR 662.87 1436 17,235
46	6.99HR 558.97 1211 14,533	7.34HR 586.92 1272 15,260	7.70HR 616.27 1335 16,023	8.09HR 647.08 1402 16,824	8.49HR 679.43 1472 17,665
47	7.16HR 572.94 1241 14,896	7.52HR 601.59 1303 15,641	7.90HR 631.67 1369 16,423	8.29HR 663.25 1437 17,245	8.71HR 696.41 1509 18,107
48	7.34HR 587.26 1272 15,269	7.71HR 616.62 1336 16,032	8.09HR 647.45 1403 16,834	8.50HR 679.82 1473 17,675	8.92HR 713.81 1547 18,559
49	7.52HR 601.94 1304 15,650	7.90HR 632.04 1369 16,433	8.30HR 663.64 1438 17,255	8.71HR 696.82 1510 18,117	9.15HR 731.66 1585 19,023
50	7.71HR 616.99 1337 16,042	8.10HR 647.84 1404 16,844	8.50HR 680.23 1474 17,686	8.93HR 714.24 1548 18,570	9.37HR 749.95 1625 19,499
51	7.91HR 632.41 1370 16,443	8.30HR 664.03 1439 17,265	8.72HR 697.23 1511 18,128	9.15HR 732.09 1586 19,034	9.61HR 768.69 1666 19,986
52	8.10HR 648.22 1405 16,854	8.51HR 680.63 1475 17,696	8.93HR 714.66 1548 18,581	9.38HR 750.39 1626 19,510	9.85HR 787.91 1707 20,486
53	8.31HR 664.43 1440 17,275	8.72HR 697.65 1512 18,139	9.16HR 732.53 1587 19,046	9.61HR 769.16 1667 19,998	10.10HR 807.62 1750 20,998
54	8.51HR 681.04 1476 17,707	8.94HR 715.09 1549 18,592	9.39HR 750.84 1627 19,522	9.85HR 788.38 1708 20,498	10.35HR 827.80 1794 21,523

GRADE AND STEP SCHEDULE

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
55	8.73HR 698.07 1513 18,150	9.16HR 732.97 1588 19,057	9.62HR 769.62 1668 20,010	10.10HR 808.10 1751 21,011	10.61HR 848.51 1838 22,061
56	8.94HR 715.52 1550 18,604	9.39HR 751.30 1628 19,534	9.86HR 788.87 1709 20,511	10.35HR 828.31 1795 21,536	10.87HR 869.73 1884 22,613
57	9.17HR 733.41 1589 19,069	9.63HR 770.08 1669 20,022	10.11HR 808.58 1752 21,023	10.61HR 849.01 1840 22,074	11.14HR 891.46 1932 23,178
58	9.40HR 751.75 1629 19,546	9.87HR 789.34 1710 20,523	10.36HR 828.81 1796 21,549	10.88HR 870.25 1886 22,627	11.42HR 913.76 1980 23,758
59	9.63HR 770.54 1670 20,034	10.11HR 809.07 1753 21,036	10.62HR 849.52 1841 22,088	11.15HR 892.00 1933 23,192	11.71HR 936.60 2029 24,352
60	9.87HR 789.80 1711 20,535	10.37HR 829.29 1797 21,562	10.88HR 870.75 1887 22,640	11.43HR 914.29 1981 23,772	12.00HR 960.00 2080 24,960
61	10.12HR 809.55 1754 21,048	10.63HR 850.03 1842 22,101	11.16HR 892.53 1934 23,206	11.71HR 937.16 2031 24,366	12.30HR 984.02 2132 25,585
62	10.37HR 829.79 1798 21,575	10.89HR 871.28 1888 22,653	11.44HR 914.84 1982 23,786	12.01HR 960.58 2081 24,975	12.61HR 1,008.61 2185 26,224
63	10.63HR 850.53 1843 22,114	11.16HR 893.06 1935 23,220	11.72HR 937.71 2032 24,380	12.31HR 984.60 2133 25,600	12.92HR 1,033.83 2240 26,880

GRADE AND STEP SCHEDULE

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
64	10.90HR 871.79 1889 22,667	11.44HR 915.38 1983 23,800	12.01HR 961.15 2083 24,990	12.62HR 1,009.21 2187 26,239	13.25HR 1,059.67 2296 27,551
65	11.17HR 893.58 1936 23,233	11.73HR 938.26 2033 24,395	12.31HR 985.17 2135 25,614	12.93HR 1,034.43 2241 26,895	13.58HR 1,086.15 2353 28,240
66	11.45HR 915.92 1985 23,814	12.02HR 961.72 2084 25,005	12.62HR 1,009.81 2188 26,255	13.25HR 1,060.30 2297 27,568	13.92HR 1,113.32 2412 28,946
67	11.74HR 938.82 2034 24,409	12.32HR 985.76 2136 25,630	12.94HR 1,035.05 2243 26,911	13.59HR 1,086.80 2355 28,257	14.26HR 1,141.14 2473 29,670
68	12.03HR 962.29 2085 25,020	12.63HR 1,010.40 2189 26,270	13.26HR 1,060.92 2299 27,584	13.92HR 1,113.97 2414 28,963	14.62HR 1,169.67 2534 30,411
69	12.33HR 986.35 2137 25,645	12.95HR 1,035.67 2244 26,927	13.59HR 1,087.45 2356 28,274	14.27HR 1,141.82 2474 29,687	14.99HR 1,198.91 2598 31,172
70	12.64HR 1,011.01 2191 26,286	13.27HR 1,061.56 2300 27,601	13.93HR 1,114.64 2415 28,981	14.63HR 1,170.37 2536 30,430	15.36HR 1,228.89 2663 31,951
71	12.95HR 1,036.29 2245 26,944	13.60HR 1,088.10 2358 28,291	14.28HR 1,142.51 2475 29,705	15.00HR 1,199.64 2599 31,191	15.75HR 1,259.62 2729 32,750
72	13.28HR 1,062.20 2301 27,617	13.94HR 1,115.31 2417 28,998	14.64HR 1,171.08 2537 30,448	15.37HR 1,229.63 2664 31,970	16.14HR 1,291.11 2797 33,569

GRADE AND STEP SCHEDULE

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
73	13.61HR 1,088.76 2359 28,308	14.29HR 1,143.20 2477 29,723	15.00HR 1,200.36 2601 31,209	15.75HR 1,260.38 2731 32,770	16.54HR 1,323.40 2867 34,408
74	13.95HR 1,115.98 2418 29,015	14.65HR 1,171.78 2539 30,466	15.38HR 1,230.37 2666 31,990	16.15HR 1,291.89 2799 33,589	16.96HR 1,356.48 2939 35,268
75	14.30HR 1,143.88 2478 29,741	15.01HR 1,201.07 2602 31,228	15.76HR 1,261.12 2732 32,789	16.55HR 1,324.18 2869 34,429	17.38HR 1,390.39 3013 36,150
76	14.66HR 1,172.48 2540 30,484	15.39HR 1,231.10 2667 32,009	16.16HR 1,292.66 2801 33,609	16.97HR 1,357.29 2941 35,290	17.81HR 1,425.15 3088 37,054
77	15.02HR 1,201.79 2604 31,247	15.77HR 1,261.88 2734 32,809	16.56HR 1,324.97 2871 34,449	17.39HR 1,391.22 3014 36,172	18.26HR 1,460.78 3165 37,980
78	15.40HR 1,231.83 2669 32,028	16.17HR 1,293.42 2802 33,629	16.98HR 1,358.09 2943 35,310	17.82HR 1,425.99 3090 37,076	18.72HR 1,497.29 3244 38,930
79	15.78HR 1,262.63 2736 32,828	16.57HR 1,325.76 2873 34,470	17.40HR 1,392.05 3016 36,193	18.27HR 1,461.65 3167 38,003	19.18HR 1,534.73 3325 39,903
80	16.18HR 1,294.20 2804 33,649	16.99HR 1,358.91 2944 35,332	17.84HR 1,426.86 3092 37,098	18.73HR 1,498.20 3246 38,953	19.66HR 1,573.11 3408 40,901
81	16.58HR 1,326.56 2874 34,491	17.41HR 1,392.89 3018 36,215	18.28HR 1,462.53 3169 38,026	19.20HR 1,535.66 3327 39,927	20.16HR 1,612.44 3494 41,923

RECEIVED

AFFIDAVIT OF PUBLICATION

JUN 9 9 50 AM '76

STATE OF NEVADA)
COUNTY OF CLARK)

SS

CITY CLERK

Mr. George J. Vasconi, being first duly sworn, deposes and says that he is Business Manager for the LAS VEGAS REVIEW-JOURNAL, a daily newspaper at Las Vegas, in the County of Clark, State of Nevada, and that the attached was continuously published in said newspaper for a period of one insertions from period of June 7, 1976 to June 7, 1976 inclusive, being the issue of said newspaper for the following dates, to wit:

June 7, 1976

That said newspaper was regularly issued and circulated on each of the dates above named.

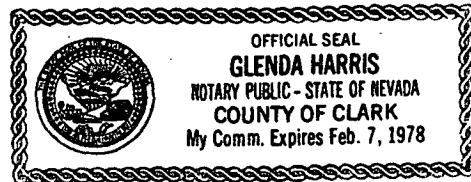
SIGNED

GEORGE J. VASCONI

Subscribed and sworn to before me this 7 day of June 19 76

BILL NO. 76-46
AN ORDINANCE TO REPEAL CHAPTER 7 OF TITLE I OF THE MUNICIPAL CODE OF THE CITY OF LAS VEGAS, NEVADA, 1960 EDITION, AND TO PROVIDE A NEW CHAPTER 7 OF SAID TITLE I AND CONTINUE TO BE DESIGNATED AT THE COMPENSATION PLAN OF JUNE 27, 1976; PROVIDING A COMPENSATION PLAN TO GOVERN AND REGULATE THE SALARIES AND REMUNERATION OF EMPLOYEES OF THE CITY OF LAS VEGAS; PROVIDING PENALTIES RELATING HERETO; PROVIDING OTHER MATTERS PROPERLY RELATED THERETO; AND REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH.
The above and foregoing ordinance was first proposed and read by title to the Board of Commissioners on the 2nd day of June, 1976, and referred to the following committee composed of Commissioners Lurie and Christensen for recommendation.
COPIES OF THE COMPLETE ORDINANCE ARE AVAILABLE FOR PUBLIC INFORMATION IN THE OFFICE OF THE CITY CLERK, 10TH FLOOR, CITY HALL, 400 EAST STEWART AVENUE, LAS VEGAS, NEVADA.
June 7, 1976

NOTARY PUBLIC, IN AND FOR
CLARK COUNTY, NEVADA



AFFIDAVIT OF PUBLICATION

RECEIVED
JUN 21 3 30 PM '76
CITY CLERK

STATE OF NEVADA) SS
COUNTY OF CLARK)

Mr. George J. Vasconi, being first duly sworn, deposes and says that he is Business Manager for the LAS VEGAS REVIEW-JOURNAL, a daily newspaper at Las Vegas, in the County of Clark, State of Nevada, and that the attached was continuously published in said newspaper for a period of one insertions from period of June 18, 1976 to June 18, 1976 inclusive, being the issue of said newspaper for the following dates, to wit:

June 18, 1976

That said newspaper was regularly issued and circulated on each of the dates above named.

SIGNED *George J. Vasconi*
GEORGE J. VASCONI

Subscribed and sworn to before me this 18 day of June 1976

**FIRST AMENDMENT
BILL NO. 76-46
ordinance no. 1827**

AN ORDINANCE TO REPEAL CHAPTER 7 OF TITLE 1 OF THE MUNICIPAL CODE OF THE CITY OF LAS VEGAS, NEVADA, 1960 EDITION, AND TO PROVIDE A NEW CHAPTER 7 OF SAID TITLE 1 AND CONTINUE TO BE DESIGNATED AS THE COMPENSATION PLAN OF JUNE 27, 1976; PROVIDING A COMPENSATION PLAN TO GOVERN AND REGULATE THE SALARIES AND REMUNERATION OF EMPLOYEES OF THE CITY OF LAS VEGAS; PROVIDING PENALTIES RELATING HERETO; PROVIDING OTHER MATTERS PROPERLY RELATED THERETO; AND REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH.

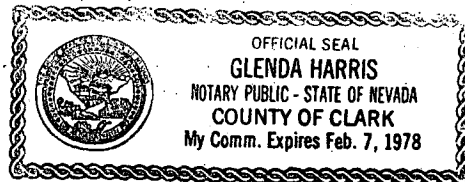
The above and foregoing ordinance was first proposed and read by title to the Board of Commissioners on the 2nd day of June, 1976, and referred to the following committee composed of Commissioners Lurie and Christensen for recommendation; thereafter the said committee reported favorably on said ordinance on the 16th day of June, 1976, which was a regular meeting of said Board; that at said regular meeting the proposed ordinance was read by title to the Board of Commissioners as amended and adopted by the following vote:

VOTING "AYE": Commissioners Christensen, Leavitt, Woolfer, Lurie and Mayor Briare
VOTING "NAY": None ABSENT: None

COPIES OF THE COMPLETE ORDINANCE ARE AVAILABLE FOR PUBLIC INFORMATION IN THE OFFICE OF THE CITY CLERK, 10TH FLOOR, CITY HALL, 400 EAST STEWART AVENUE, LAS VEGAS, NEVADA.
June 18, 1976

NOTARY PUBLIC, IN AND FOR
CLARK COUNTY, NEVADA

Glenda Harris



RECEIVED

JUN 21 10 37 AM '76

FINANCE DEPT

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