

ORDINANCE NO. 1737

AN ORDINANCE TO AMEND TITLE I, CHAPTER 18, SECTION 2, OF THE MUNICIPAL CODE OF THE CITY OF LAS VEGAS, NEVADA, 1960 EDITION, ADOPTING AMENDMENTS, CHANGES AND ADDITIONS TO THE CIVIL SERVICE RULES AND REGULATIONS OF THE CITY OF LAS VEGAS, COUNTY OF CLARK, STATE OF NEVADA, FOR THE EMPLOYEES OF SAID CITY, TO AMEND SECTION 030 OF SAID RULES TO CHANGE THE EFFECTIVE DATE; SECTION 230.2 THEREOF TO AMEND WHEREBY ACTING PAY IS COVERED IN COLLECTIVE BARGAINING CONTRACTS AND THE COMPENSATION ORDINANCE; SECTION 320.1 THEREOF TO DELETE DENIAL OF EMPLOYMENT TO PERSONS WHO ARE NOT U. S. CITIZENS; SECTION 330.2 TO DELETE POLICE DEPARTMENT REQUIREMENT OF ANNUAL PHYSICAL EXAMINATIONS; SECTION 350.1(d) TO COMPLY WITH SECTION 350.4; SECTION 350.4 THEREOF TO PROVIDE PASSING OVER NAMES ON AN ELIGIBLE LIST WITHIN 48 HOURS OF TIME NOTIFICATION INSTEAD OF 10 DAYS AND TO CHANGE THE NUMBER OF TIMES A PERSON MUST BE CONSIDERED FOR EMPLOYMENT FROM 3 TO 2; SECTION 610.1, 2, 3 THEREOF TO DELETE OVERTIME PAY AND CALL-OUT PAY COVERED IN COLLECTIVE BARGAINING CONTRACTS AND THE COMPENSATION ORDINANCE; SECTION 660 TO AMEND MILITARY LEAVE TO COMPLY WITH FEDERAL LAWS GOVERNING SALARY AND SENIORITY OF EMPLOYEES UPON RETURN FROM MILITARY LEAVE; SECTION 690 THEREOF TO DELETE JURY DUTY PAY COVERED IN COLLECTIVE BARGAINING CONTRACTS AND THE COMPENSATION ORDINANCE; SECTION 720.1, 2, 3 TO DELETE SALARY PROTECTION FOR SERVICE-INCURRED ACCIDENTS OR ILLNESSES COVERED IN COLLECTIVE BARGAINING CONTRACTS AND THE COMPENSATION ORDINANCE; SECTION 920.1, 2 THEREOF TO DELETE COMPLYING WITH FEDERAL LAWS CONCERNING DISCRIMINATION BASED ON AGE; SECTION 940.3(e) TO DELETE ANY COMMISSIONED MEMBER OF POLICE DEPARTMENT AFFECTED BY REDUCTION IN FORCE TO HAVE RIGHT TO RECEIVE REDUCTION IN GRADE; SECTION 940.6 THEREOF TO AMEND PROVIDING FOR APPEALS CONCERNING SENIORITY; SECTION 940.7 TO ADD PROVIDING FOR COLLECTIVE BARGAINING CONTRACTS TO SUPERCEDE THE CIVIL SERVICE RULES CONCERNING REDUCTION IN FORCE; SECTION 955 TO DELETE DENIAL OF EMPLOYMENT TO PERSONS WHO ARE NOT U. S. CITIZENS; SECTION 1050.1 TO AMEND PROVIDING FOR COLLECTIVE BARGAINING CONTRACTS TO SUPERCEDE THE CIVIL SERVICE RULES CONCERNING THE GRIEVANCE PROCEDURE; SECTION 1050.3(a) TO AMEND CLARIFYING THAT THIS STEP IS ORAL AND THAT THE 5-DAY TIME LIMIT IS AFTER THE ORAL DISCUSSION IN THE GRIEVANCE PROCEDURE; SECTION 1050.3(b), (c), (d), (e) THEREOF TO AMEND CLARIFYING TIME LIMITS IN THE GRIEVANCE PROCEDURE; PROVIDING OTHER MATTERS RELATING THERETO; AND REPEALING ALL ORDINANCES AND PARTS OF ORDINANCES IN CONFLICT HERewith.

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

SECTION 1. Title I. Chapter 18, Section 2, of the Municipal Code of the City of Las Vegas, Nevada, 1960 Edition, is hereby amended to read as follows:

1-18-2 AMENDMENTS: Certain sections of the Civil Service Rules and Regulations of the City are hereby deleted, modified and amended, repealed or added to, as provided in Ordinance numbers:

1017	1466
1142	1487
1239	1488
1285	1526
1326	1544
1338	1580
1387	1618
1448	1647
1449	1691
	<u>1737</u>

SECTION 2. The foregoing amendments to the Civil Service Rules specifically read as follows:

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

030 These rules shall become effective November 29, 1970 and supersede all rules in force heretofore. Amendments shall become effective on the date shown thereon. The present rules may be amended by the Board of City Commissioners, provided that, unless proposed amendments to the rules originate with the Civil Service Board, all subsequent amendments shall be referred to that Board and a hearing held thereon by said Board prior to adoption by the Commissioners.

PROPOSED

030 These rules shall become effective and supersede all rules in force heretofore. Amendments shall become effective on the date shown thereon. The present rules may be amended by the Board of City Commissioners, provided that, unless proposed amendments to the rule originate with the Civil Service Board, all subsequent amendments shall be referred to that Board and a hearing held thereon by said Board prior to adoption by the Commissioners.

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

230.2 Classified employees officially required to assume temporarily the full responsibilities of an established position of a higher grade shall be paid in accordance with the following policies: if the assignment is for one full shift or more, said employee shall be paid at one additional step or the minimum of the new classification that he has assumed, whichever is greater. No such assignment shall exceed 90 days without the recommendation of the Personnel Director and without the approval of the City Manager.

PROPOSED

230.2 Classified employees officially required to assume temporarily the full responsibilities of an established position of a higher grade shall be paid in accordance with their respective collective bargaining agreements or the City of Las Vegas Compensation Ordinance, whichever is applicable.

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

320.1 An applicant for any position with the City:

- (a) Must be a citizen of the United States of America, or
- (b) Who is of foreign birth is required to submit naturalization papers or Declaration of Intention papers to become a U. S. citizen at the time his application is filed with the provision as indicated in Civil Service Rule 955.

PROPOSED

320.1 Delete

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

330.2 Annual physical examinations shall be required of all commissioned personnel of the Police and Fire Departments. Other employees may be required to undergo periodic physical examinations.

PROPOSED

330.2 Annual physical examination shall be required of all commissioned personnel of the Fire Department. Other employees may also be required to undergo periodic physical examinations.

PROPOSED CIVIL SERVICE RULE CHANGES
PRESENT

350.1 (d) In the event that an open competitive examination and an examination for persons employed by the City on a temporary basis through federally funded poverty programs are held concurrently, both lists shall be certified and all persons whose names appear on the list resulting from the latter examination shall be appointed in that order prior to selection being made from the list resulting from the former. In making appointments from this list, if one appointment is to be made, it shall be made from among the top three names; if two appointments are to be made, they shall be made from among the top four names, etc. If there are less than three names, selection need not be made from the list, in which case the Department Head shall request a new examination which shall be given. The aforementioned eligible list shall take precedence over the new list until the earlier list expires; provided, however, that if the persons whose names remain on the former list wish to take the new examination, their names shall appear on the new eligible list in final grade order.

PROPOSED

350.1 (d) In the event that an open competitive examination and an examination for persons employed by the City on a temporary basis through federally funded poverty programs are held concurrently, both lists shall be certified and all persons whose names appear on the list resulting from the latter examination shall be appointed in that order prior to selection being made from the list resulting from the former. In making appointments from this list, if one appointment is to be made, it shall be made from among the top three names; if two appointments are to be made, they shall be made from among the top four names, etc., except as provided in 350.4.

If there are less than three names, selection need not be made from the list, in which case the Department Head may request a new examination which shall be given. The aforementioned eligible list shall take precedence over the new list until the earlier list expires; provided, however, that if the persons whose names remain on the former list wish to take the new examination, their names shall appear on the new eligible list in final grade order.

CIVIL SERVICE RULE CHANGE

PRESENT

350.4 The name of any person appearing on an eligible list as a result of an open competitive examination may be removed if he fails to respond to notice to report for employment interview within ten (10) calendar days from the date of mailing of the notice, or if he has been certified for appointment three (3) times and has not been appointed, or if such person for any reason has become incapacitated for appointment, or if it has been determined that there were sufficient grounds to disqualify the applicant under Rule 320.2. The person affected shall be notified of the removal of his name by a notice mailed by registered or certified mail with a return receipt requested, postage prepaid, to his last known address.

PROPOSED

350.4 The name of any person appearing on an eligible list as a result of an open competitive examination may be passed over if he fails to respond to notice to report for employment interview within forty eight (48) hours, exclusive of Saturdays, Sundays and holidays, from the time notification is attempted by telegram. In this case his name shall remain on the eligible list and he shall be notified of the next opening which occurs.

Further, the name of any person appearing on an eligible list as a result of an open competitive examination may be removed if he has been certified for appointment two (2) times in accordance with the abovementioned procedure and has not been appointed, or if such person for any reason has become incapacitated for appointment, or if it has been determined that there were sufficient grounds to disqualify the applicant under Rule 320.2. The person affected shall be notified of the removal of his name by a notice mailed by registered or certified mail with a return receipt requested, postage prepaid, to his last known address.

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

610 - PERIODS OF DUTY AND OVERTIME

610.1 In the case of full time employees their whole time shall be at the disposal of the City Manager or his authorized representative. The normal work day shall be eight (8) hours and the normal work week forty (40) hours, unless the City Manager designates some other appropriate work day or work week.

610.2 It is the policy of the City to keep to an absolute minimum the necessity for any employee to work longer than his regularly scheduled tour of duty. When overtime is necessary and an employee has been specifically directed by the Department Head or his designated representative to work longer than his normal work day, the policy of the City is to pay overtime in cash on a straight time basis to all personnel covered by these rules.

610.3 (a) In emergency situations requiring immediate attention where the Department Head or his designated representative feels that it is necessary to call out one or more members of a department, an employee shall be paid as specified in Rule 610.2 for a

PROPOSED

610 - PERIODS OF DUTY AND OVERTIME
Delete

610.1 Delete

610.2 Delete

610.3 (a) Delete

minimum of four (4) hours, regardless of having worked less than four (4) hours; provided, however, that in the event the period of call-out runs into an employee's normal working shift, such employee shall be paid only for the time actually worked in addition to his normal shift pay. If the period of call-out exceeds four (4) hours the employee shall be paid for the amount of time actually worked.

610.3 (b) An employee who works

610.3 (b) Delete

less than four (4) hours on the initial call-out and is then called out a second time during the initial four (4) hour period shall not be entitled to any additional overtime pay, unless the aggregate time worked for both occurrences shall exceed four (4) hours, in which case he shall be paid for the aggregate time so worked. In the event an employee is called out for a second time after the expiration of four (4) hours from the first call-out, he shall be paid for a minimum of four (4) hours for each call-out, except as provided in Rule 610.3 (a).

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

660 - MILITARY LEAVE

Whenever an employee in the competitive service enters the Armed Forces of the United States, whether by enlistment or by Selective Service, the following rules shall apply:

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

(b) During the period of military service the employee shall retain all rights to which he is entitled under the provisions of the Charter of the City and under the provisions of these rules, provided that during a period of military leave in excess of thirty (30) days, annual or sick leave credit shall not accrue. His salary upon his return shall be the same as he was receiving at the time he went on leave, plus any economic adjustments accruing during the period of such leave, and he shall be credited with all seniority for past services.

PROPOSED

660 - MILITARY LEAVE

Whenever an employee in the competitive service enters the Armed Forces of the United States, whether by enlistment or by Selective Service, the following rules shall apply:

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

(b) During the period of military service the employee shall retain all rights to which he is entitled under the provisions of the Charter of the City and under the provisions of these rules, provided that during a period of military leave in excess of thirty (30) days, annual or sick leave credit shall not accrue. His salary and seniority upon his return shall be as established in the applicable federal law.

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

690 - JURY DUTY LEAVE

Full time employees called to serve on jury duty shall receive their regular pay and retain all jury pay. Those persons called but not selected to serve on the jury shall report back to work when excused.

PROPOSED

690 - JURY DUTY LEAVE Delete

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

720 - COMPENSATION FOR SERVICE-
INCURRED ACCIDENTS OR ILLNESSES

720.1 All employees are covered by the provisions of the Nevada Industrial Insurance Act, the Nevada Occupational Diseases Act and the Industrial Safety Act.

720.2 In those instances where the employee's present gross salary, excluding overtime, is not entirely protected under the provisions of Rule 720.1, the City will pay to the employee an amount equal to the difference between the insurance compensation received and the employee's present gross salary, excluding overtime, for a period of one calendar month from the first day of absence due to illness or injury. The City may pay an amount of monies for a longer period of time in a manner determined equitable by the City Manager based on the conditions surrounding each individual case.

720.3 Employees who have ten years or more of continuous full time employment may have their present gross salary, excluding overtime, protected under the provisions of Rule 720.2 for a period not to exceed two additional calendar months. Upon the recommendation of the Department Head and the

PROPOSED

720 - COMPENSATION FOR SERVICE-
INCURRED ACCIDENTS OR ILLNESSES
Delete

720.1 Delete

720.2 Delete

720.3 Delete

Personnel Director, the City Manager
may approve such payments based on con-
ditions surrounding each individual
case.

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

PROPOSED

920.1 Subject to final approval by the City Commission, the general retirement age for employees shall be 65. The City Manager may extend the retirement age, provided that not more than a one (1) year extension shall be granted at any one time.

920.1 Delete

920.2 Notwithstanding Rule 920.1, all commissioned members of the Police and Fire Departments shall retire at the age of 60.

920.2 Delete

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

PROPOSED

940 - ABOLITION OF POST AND REDUCTION
IN FORCE

940.1 The Board of City Commissioners or the City Manager in the interests of the City may require the abolition of any post and a consequent reduction in force.

940.2 The temporary appointment of an employee engaged for a post of limited duration may be terminated prior to its expiration date upon completion of the assigned work.

940.3 When a post of indefinite duration which is filled is abolished, a reduction in force shall take place in accordance with the following principles:

- (a) Competition for retention shall be limited to other employees holding posts requiring similar qualifications, performing similar duties, at the same grade and in the same department.
- (b) Preference for retention shall be based upon seniority of service within the classification.
- (c) As a result of the application of the reduction in force procedure, the City Manager may cause the reassignment, transfer, reduction

in grade, or any combination thereof, or termination of the employee.

(d) An employee's appointment shall not be terminated before he has been made a reasonable offer of reassignment if such offer is immediately possible.

(e) Any commissioned member of the Police and Fire Departments who is affected by a reduction in force shall have the right to receive a reduction in grade to the next lower rank in the department.

(f) Provisions listed in (e) above shall apply to all other City departments, provided the department has a position of lower grade and the person being affected by a reduction in force is qualified.

(e) Any commissioned member of the Fire Department who is affected by a reduction in force shall have the right to receive a reduction in grade to the next lower rank in the department.

940.4 Any employee reduced in grade or terminated under this rule shall have his name placed on the re-employment list in accordance with provisions of Section 350.5.

940.5 Termination under this rule shall require the giving of at least two weeks' notice to the employee or payment in lieu of notice of an equivalent amount of salary.

940.6 There shall be no appeal
from actions taken under this rule.

940.6 Appeal from actions taken
under this rule shall be limited to
those questions concerning seniority
if any.

940.7 The classified employees
covered by a collective bargaining
agreement are subject to the pro-
visions contained within their
respective contracts.

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

PROPOSED

955 An employee's appointment may
be terminated if he does not become
a naturalized citizen of the United
States of America within one year
after the date he becomes eligible
for naturalization as regulated by
the U. S. Immigration and Naturaliza-
tion Service.

955 Delete :

PROPOSED CIVIL SERVICE RULE CHANGE

PRESENT

1050 - GRIEVANCE PROCEDURE

1050.1 Subject to the provisions of Rule 1050.3, an employee in the competitive service may appeal any final decision of the City Manager on grievance matters as a result of any condition arising out of the employee-employer relationship for which appeal is not provided under Section 1040 of these rules.

1050.2 Grievance appeals shall be heard by the Civil Service Board in accordance with Section 1220 of these rules and their findings shall be final and conclusive, provided that appeals on monetary matters shall be subject to final approval by the Board of City Commissioners, if necessary.

1050.3 The following provisions shall govern the conditions of a grievance appeal:

- (a) Except as otherwise provided in departmental rules, the

PROPOSED

1050 - GRIEVANCE PROCEDURE

1050.1 Subject to the provisions of Rule 1050.3, a classified employee is not covered by a collective bargaining agreement may appeal any final decision of the City Manager on grievance matters as a result of any condition arising out of the employee-employer relationship for which appeal is not provided under Section 1040 of these rules. This rule does not apply to those classified employees covered by a collective bargaining agreement who are subject to the provisions contained within their respective contracts.

1050.2 Grievance appeals shall be heard by the Civil Service Board in accordance with Section 1220 of these rules and their findings shall be final and conclusive, provided that appeals on monetary matters shall be subject to final approval by the Board of City Commissioners, if necessary.

1050.3 The following provisions shall govern the conditions of a grievance appeal:

- (a) Except as otherwise provided in departmental rules, the

matter shall first be discussed orally with the employee's immediate supervisor within five (5) days of the occurrence giving rise to the grievance.

If such discussion does not resolve the grievance within five (5) days, exclusive of Saturdays, Sundays and holidays, it may be processed to the next step.

(b) Within five (5) days, exclusive of Saturdays, Sundays and holidays, from receiving a final answer from the employee's immediate supervisor, the grievance shall be presented in writing to the Department Head or his designee, as provided in departmental rules, who shall arrange for such meetings and make such investigations as are necessary to give his answer in writing within five (5) days, exclusive of Saturdays, Sundays and holidays.

(c) Within five (5) days, exclusive of Saturdays, Sundays and holidays, of the transmittal of the written answer by the Department Head or his designee, the aggrieved party

matter shall first be discussed orally with the employee's immediate supervisor within five (5) days of the occurrence giving rise to the grievance.

If such oral discussion does not resolve the grievance within five (5) days of the oral discussion, exclusive of Saturdays, Sundays and holidays, it may be processed to the next step:

(b) Within five (5) days, exclusive of Saturdays, Sundays and holidays, from receiving a final answer from the employee's immediate supervisor, the grievance shall be presented in writing to the Department Head or his designee, as provided in departmental rules, who shall arrange for such meetings and make such investigations as are necessary to give his answer in writing within five (5) days of receiving such written grievance, exclusive of Saturdays, Sundays and holidays.

(c) Within five (5) days, exclusive of Saturdays, Sundays and holidays, of the receipt, within the appellant's work location, of the written answer by the Department

may appeal the Department Head's decision to the City Manager's office, who shall arrange for such meetings and make such investigations as are necessary to give his answer in writing within five (5) days, exclusive of Saturdays, Sundays and holidays.

(d) Within five (5) days, exclusive of Saturdays, Sundays and holidays, of the transmittal of the written answer by the City Manager's office, the aggrieved party may appeal the City Manager's decision to the Civil Service Board by filing with the Secretary of the Civil Service Board a written statement of his intention to appeal, including sufficient details of circumstances surrounding the grievance.

(e) Following notice of appeal, the Secretary of the Civil Service Board shall immediately notify the Chairman of the Civil Service Board. If the date of the next regularly scheduled meeting of the

Head or his designee, the aggrieved party may appeal the Department Head's decision to the City Manager's office, who shall arrange for such meetings and make such investigations as are necessary to give his answer in writing within five (5) days of receiving the appeal, exclusive of Saturdays, Sundays and holidays.

(d) Within five (5) days, exclusive of Saturdays, Sundays and holidays, of the receipt, within the appellant's work location, of the written answer by the City Manager's office, the aggrieved party may appeal the City Manager's decision to the Civil Service Board by filing with the Secretary of the Civil Service Board a written statement of his intention to appeal, including sufficient details of circumstances surrounding the grievance.

(e) Following notice of appeal, the Secretary of the Civil Service Board shall immediately notify the Chairman of the Civil Service Board. If the date of the next regularly scheduled meeting of the

Civil Service Board is more than fifteen (15) calendar days from the date the appeal is filed, the appeal shall be heard at that meeting, except as provided in 1050.3(f). If the date of the next regularly scheduled meeting of the Civil Service Board is less than fifteen (15) calendar days from the date the appeal is filed, the appeal shall be heard at their second regularly scheduled meeting following the date of the appeal, except as provided in 1050.3(f).

(f) Following notice of appeal, if, in the opinion of the Civil Service Board, a special meeting should be held for the hearing of same, the Board may set a hearing date for not more than thirty (30) calendar days from the date the appeal is filed.

(g) Failure on the part of the appellant to process the grievance within the time limits established in the preceding sections presumes that it has been satisfactorily resolved at the first step to which it had been properly processed.

Civil Service Board is sixteen (16) calendar days or more from the date the appeal is filed, the appeal shall be heard at that meeting, except as provided in 1050.3(f). If the date of the next regularly scheduled meeting of the Civil Service Board is fifteen (15) calendar days or less from the date the appeal is filed, the appeal shall be heard at their second regularly scheduled meeting following the date of the appeal, except as provided in 1050.3(f).

(f) Following notice of appeal, if, in the opinion of the Civil Service Board, a special meeting should be held for the hearing of same, the Board may set a hearing date for not more than thirty (30) calendar days from the date the appeal is filed.

(g) Failure on the part of the appellant to process the grievance within the time limits established in the preceding sections presumes that it has been satisfactorily resolved at the first step to which it had been properly processed.

(h) Failure on the part of the Department's representatives and/or the City Manager's office to answer the grievance in the time limits established in the preceding sections presumes that the satisfaction requested will be provided.

(i) Time limits specified in the preceding sections may be extended by written agreement of both parties.

(h) Failure on the part of the Department's representatives and/or the City Manager's office to answer the grievance in the time limits established in the preceding sections presumes that the satisfaction requested will be provided.

(i) Time limits specified in the preceding sections may be extended by written agreement of both parties.

SECTION 3. All ordinances or parts of ordinances, sections, sub-sections, phrases, sentences, clauses or paragraphs contained in the Municipal Code of the City of Las Vegas, 1960 Edition, in conflict herewith are hereby repealed.

SECTION 4. If any section, paragraph, 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.

PASSED, ADOPTED AND APPROVED this 6th day of November, 1974.

APPROVED:


ORAN K. GRAGSON, MAYOR

ATTEST:

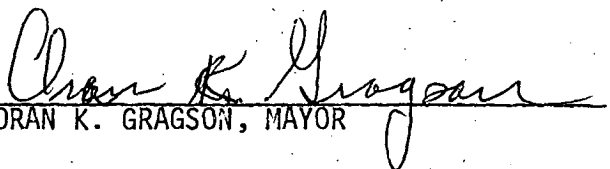

Edwina M. Cole, City Clerk

The above and foregoing ordinance was first proposed and read by title to the Board of Commissioners on the 2nd day of October, 1974, and referred to the following committee composed of Commissioners Christensen and Lurie for recommendation; thereafter, the said committee reported favorably on said ordinance on the 6th day of November, 1974, 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 first introduced and adopted by the following vote:

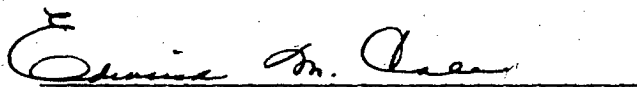
VOTING "AYE": Commissioners Christensen, Lurie, Franklin, Morelli and Mayor Gragson

VOTING "NAY": None ABSENT: None

APPROVED:


ORAN K. GRAGSON, MAYOR

ATTEST:


Edwina M. Cole, City Clerk

ORDINANCE NO. 1737
An ordinance to amend Title I, Chapter 18, Section 2, of the municipal code of the City of Las Vegas, Nevada, 1960 Edition, adopting amendments, changes and additions to the Civil Service Rules and Regulations of the City of Las Vegas, County of Clark, State of Nevada, for the employees of said city; to amend Section 030 of said rules to change the effective date; Section 230.2 thereof to amend whereby acting pay is covered in collective bargaining contracts and the compensation ordinance; Section 320.1 thereof to delete denial of employment to persons who are not U.S. citizens; Section 330.2 to delete police department requirement of annual physical examinations; Section 350.1(d) to comply with Section 350.4; Section 350.4 thereof to provide passing over names on an eligible list within 48 hours of time notification instead of 10 days and to change the number of times a person must be considered for employment from 3 to 2; Section 610.1, 2, 3 thereof to delete overtime pay and call-out pay covered in collective bargaining contracts and the compensation ordinance; Section 660 to amend military leave to comply with federal laws governing salary and seniority of employees upon return from military leave; Section 690 thereof to delete jury duty pay covered in collective bargaining contracts and the compensation ordinance; Section 720.1, 2, 3 to delete salary protection for service-incurred accidents or illnesses covered in collective bargaining contracts and the compensation ordinance; Section 920.1, 2 thereof to delete complying with federal laws concerning discrimination based on age; Section 940.3(e) to delete any commissioned member of police department affected by reduction in force to have right to receive reduction in grade; Section 940.6 thereof to amend providing for appeals concerning seniority; Section 940.7 to add providing for collective bargaining contracts to supercede the Civil Service Rules concerning reduction in force; Section 955 to delete denial of employment to persons who are not U.S. citizens; Section 1050.1 to amend providing for collective bargaining contracts to supercede the Civil Service Rules concerning the grievance procedure; Section 1050.3(a) to amend clarifying that this step is oral and that the 5-day time limit is after the oral discussion in the grievance procedure; Section 1050.3(b), (c), (d), (e) thereof to amend clarifying time limits in the grievance procedure; providing other matters relating thereto; and repealing all ordinances and 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 October, 1974, and referred to the following committee composed of Commissioners Christensen and Lurie for recommendation; thereafter, the said committee reported favorably on said ordinance on the 6th day of November, 1974, 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 first introduced and adopted by the following vote:
VOTING "AYE": Commissioners Christensen, Lurie, Franklin, Morelli and Mayor Grogson.
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 E. Stewart Avenue, Las Vegas, Nevada
Pub.: Nov. 21, 1974

AFFIDAVIT OF PUBLICATION

STATE OF NEVADA, { ss.
COUNTY OF CLARK

ROBERT E. HUNTER, being first duly sworn,

deposes and says: That he is COMPOSING ROOM FOREMAN of the LAS VEGAS SUN, a daily newspaper of general circulation, printed and published 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 1 Time

from November 21, 1974 to

inclusive, being the issues of said newspaper for the following dates, to-wit:

November 21, 1974

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

Signed [Signature]

Subscribed and sworn to before me this 21st
day of November 1974



Notary Public in and for [Clark] County, Nevada

My Commission Expires

Notary Public--State of Nevada
COUNTY OF CLARK
My Commission Expires April 14, 1977

ORDINANCE NO. 1737

An Ordinance to amend Title 1, Chapter 18, Section 2, of the Municipal Code of the City of Las Vegas, Nevada, 1960 Edition, adapting amendments, changes and additions to the civil service rules and regulations of the city of Las Vegas, County of Clark, State of Nevada, for the employees of said city, to amend Section 030 of said rules to change the effective date; Section 230.2 thereof to amend whereby acting pay is covered in collective bargaining contracts, and the compensation ordinance; Section 320.1 thereof to delete denial of employment to persons who are not U. S. Citizens; Section 330.2 to delete Police Department requirement of annual physical examinations; Section 350.1 (d) to comply with Section 350.4; Section 350.4 thereof to provide passing over names on an eligible list with 48 hours of time of notification instead of 10 days and to change the number of times a person must be considered for employment from 3 to 2; Section 610.1, 2, 3 thereof to delete overtime pay and call-out pay covered in collective bargaining contracts and the compensation ordinance; Section 660 to amend military leave to comply with federal laws governing salary and seniority of employee upon return from military leave; Section 690 thereof to delete jury duty pay covered in collective bargaining contracts and the compensation ordinance; Section 720.1, 2, 3 to delete salary protection for service-incurred accidents or illnesses covered in collective bargaining contracts and the compensation ordinance; Section 920.1, 2 thereof to delete complying with federal laws concerning discrimination based on age; Section 940.3(e) to delete any commissioned member of police department affected by reduction in force to have right to receive reduction in grade; Section 940.6 thereof to amend providing for appeals concerning seniority; Section 940.7 to add providing for collective bargaining contracts to supercede the civil service rules concerning reduction in force; Section 955 to delete denial of employment to persons who are not U. S. Citizens; Section 1050.1 to amend providing for collective bargaining contracts to supercede the civil service rules concerning the grievance procedure; Section 1050.3(a) to amend clarifying that this step is oral and that the 5-day time limit is after the oral discussion in the grievance procedure; Section 1050.3(b), (c), (d), (e) thereof to amend clarifying time limits in the grievance procedure; providing other matters relating thereto; and repealing all ordinances and 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 October, 1974, and referred to the following committee composed of Commissioners Christensen and Lurie for recommendation.

COPIES OF THE COMPLETE ORDINANCE NO. 1737 ARE AVAILABLE FOR PUBLIC INFORMATION IN THE OFFICE OF THE CITY CLERK, 10TH FLOOR, CITY HALL, 400 E. STEWART AVENUE, LAS VEGAS, NEVADA.

Pub: Oct. 7, 1974

AFFIDAVIT OF PUBLICATION

STATE OF NEVADA,
COUNTY OF CLARK

ss.

ROBERT E. HUNTER

, being first duly sworn,

deposes and says: That he is COMPOSING ROOM FOREMAN of the LAS VEGAS SUN, a daily newspaper of general circulation, printed and published 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 1 TIME

from OCTOBER 7, 1974

to

inclusive, being the issues of said newspaper for the following dates, to-wit:

OCTOBER 7, 1974

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

Signed

Subscribed and sworn to before me this 7th
day of OCTOBER 1974

My Commission Expires



Notary Public in and for Clark County, Nevada

RUTHE V. DESKIN

Notary Public—State of Nevada

COUNTY OF CLARK

My Commission Expires April 14, 1977

RECEIVED
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CITY CLERK

ORDINANCE No. 1737

An Ordinance to amend Title 1, Chapter 18, Section 230.2 of the Municipal Code of the City of Las Vegas, Nevada, 1960 Edition, adopting Amendments, Changes and Additions to the Civil Service Rules and Regulations of the City of Las Vegas, County of Clark, State of Nevada, for the employees of said City, to amend Section 030 of said rules to change the effective date, Section 230.2 thereof to amend whereby acting pay is covered in collective bargaining contracts and the compensation ordinance; Section 320.1 thereof to delete denial of employment to persons who are not U.S. citizens; Section 330.2 to delete Police Department requirement of annual physical examinations; Section 350.1(d) to comply with Section 350.4; Section 350.4 thereof to provide passing over names on an eligible list within 48 hours of time notification instead of 10 days, and to change the number of times persons must be considered for employment from 3 to 2; Section 610.1, 2, 3 thereof to delete overtime pay and call-out pay covered in collective bargaining contracts and the compensation ordinance; Section 660 to amend Military Leave to comply with Federal Laws governing salary and seniority of employees upon return from military leave; Section 690 thereof to delete jury duty pay covered in collective bargaining contracts and the compensation ordinance; Section 720.1, 2, 3 to delete salary protection for service-incurred accidents or illnesses covered in collective bargaining contracts and the compensation ordinance; Section 920.1, 2 thereof to delete complying with Federal Laws concerning discrimination based on age; Section 940.3(e) to delete any commissioned member of Police Department affected by reduction in force to have right to receive reduction in grade; Section 940.6 thereof to amend providing for appeals concerning seniority; Section 940.7 to add providing for collective bargaining contracts to supersede the Civil Service rules concerning reduction in force; Section 955 to delete denial of employment to persons who are not U.S. citizens; Section 1050.1 to amend providing for collective bargaining contracts to supersede the Civil Service rules concerning the grievance procedure; Section 1050.3(a) to amend clarifying that this step is oral and that the 5 day time limit is after the oral discussion in the grievance procedure; Section 1050.3(b), (c), (d), (e) thereof to amend clarifying time limits in the grievance procedure; providing other matters relating thereto; and repealing all ordinances and 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 6th day of November, 1974, and referred to the following committee composed of Commissioners Christensen and Lurie for recommendation.

Copies of the complete Ordinance are available for Public Information in the Office of the City Clerk, 10th Floor - City Hall, 400 E. Stewart Avenue, Las Vegas, Nevada.
PUB.: Nov. 11 1974

AFFIDAVIT OF PUBLICATION

STATE OF NEVADA,
COUNTY OF CLARK

{ ss.

ROBERT E. HUNTER

, being first duly sworn,

deposes and says: That he is COMPOSING ROOM FOREMAN of the LAS VEGAS SUN, a daily newspaper of general circulation, printed and published 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 1 Time

from November 11, 1974 to

inclusive, being the issues of said newspaper for the following dates, to-wit:

November 11, 1974

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

Signed [Signature]

Subscribed and sworn to before me this 11th day of November 1974

[Signature]

My Commission Expires



Notary Public in and for Clark County, Nevada

RUTH V. DESKIN
Notary Public—State of Nevada
COUNTY OF CLARK

My Commission Expires April 14, 1977

RECEIVED
Nov 13 9 52 AM '74
CITY CLERK