

ORDINANCE NO. 770

AN ORDINANCE PROVIDING FOR A UNIFORM PAY PLAN FOR ALL APPOINTIVE OFFICERS AND EMPLOYEES OF THE CITY OF LAS VEGAS, PRESCRIBING THE SALARY RATES TO BE PAID, THE ASSIGNMENT OF CLASSES OF POSITIONS TO PAY RANGES, AND CERTAIN PAY POLICIES REQUIRED TO ADMINISTER THE PLAN AND OTHER MATTERS RELATED THERETO.

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

SECTION 1.

A uniform pay plan of salary ranges for all appointive officers and employees of the City of Las Vegas is hereby established as is prescribed in Section 2 hereof.

SECTION 2.

- (a) From and after the effective date of this ordinance, the following schedule of salary ranges, to be known as Schedule I, Pay Ranges in Monthly Amounts, applicable to monthly paid appointive officers and employees shall be in effect.

SCHEDULE I

Pay Ranges in Monthly Amounts
City of Las Vegas, Nevada

Range No.	Step I	Step II	Step III	Step IV	Step V
1	\$ 126	\$ 132	\$ 138	\$ 145	\$ 152
2	132	138	145	152	158
3	138	145	152	158	165
4	145	152	158	165	172
5	152	158	165	172	180
6	158	165	172	180	188
7	165	172	180	188	197
8	172	180	188	197	206
9	180	188	197	206	215
10	188	197	206	215	225
11	197	206	215	225	236
12	206	215	225	236	247
13	215	225	236	247	258
14	225	236	247	258	269
15	236	247	258	269	282
16	247	258	269	282	295
17	258	269	282	295	308
18	269	282	295	308	323
19	282	295	308	323	338
20	295	308	323	338	353
21	308	323	338	353	370
22	323	338	353	370	388
23	338	353	370	388	407
24	353	370	388	407	427
25	370	388	407	427	447
26	388	407	427	447	468
27	407	427	447	468	489
28	427	447	468	489	513
29	447	468	489	513	537
30	468	489	513	537	563
31	489	513	537	563	591
32	513	537	563	591	620
33	537	563	591	620	650
34	563	591	620	650	682
35	591	620	650	682	715
36	620	650	682	715	750
37	650	682	715	750	787
38	682	715	750	787	825
39	715	750	787	825	867

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SCHEDULE I (Cont'd)

<u>Range No.</u>	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>	<u>Step IV</u>	<u>Step V</u>
40	\$ 750	\$ 787	\$ 825	\$ 867	\$ 910
41	787	825	867	910	955
42	825	867	910	955	1,003
43	867	910	955	1,003	1,053
44	910	955	1,003	1,053	1,105
45	955	1,003	1,053	1,105	1,159
46	1,003	1,053	1,105	1,159	1,216

- (b) From and after the effective date of this ordinance, the following schedule of wage rates, to be known as Schedule IA, Pay Rates in Hourly Amounts, applicable to hourly paid employees, shall be in effect.

SCHEDULE IA

Pay Rates in Hourly Amounts
City of Las Vegas, Nevada

<u>Monthly Rate</u>	<u>Hourly Rate 40 Hr. Wk.</u>	<u>Hourly Rate 48 Hr. Wk.</u>	<u>Hourly Rate 72 Hr. Wk.</u>
\$ 126	\$.79	\$.66	\$.44
132	.83	.69	.46
138	.87	.72	.48
145	.91	.76	.51
152	.96	.79	.53
158	1.00	.83	.55
165	1.04	.86	.57
172	1.08	.90	.60
180	1.13	.94	.63
188	1.18	.98	.66
197	1.24	1.03	.69
206	1.30	1.08	.72
215	1.36	1.12	.75
225	1.42	1.18	.78
236	1.49	1.23	.82
247	1.56	1.29	.86
258	1.63	1.35	.90
269	1.70	1.41	.94
282	1.78	1.47	.98
295	1.86	1.54	1.03
308	1.94	1.61	1.07
323	2.04	1.69	1.13
338	2.13	1.77	1.18
353	2.22	1.84	1.23
370	2.33	1.93	1.29
388	2.45	2.03	1.35
407	2.57	2.13	1.42
427	2.69	2.23	1.49
447	2.82	2.34	1.56
468	2.95	2.45	1.63
489	3.08	2.56	1.70
513	3.23	2.68	1.79
537	3.38	2.81	1.87
563	3.55	2.94	1.96
591	3.72	3.09	2.06
620	3.91	3.24	2.16
650	4.10	3.40	2.26
682	4.30	3.56	2.38
715	4.51	3.74	2.49
750	4.73	3.92	2.61
787	4.96	4.11	2.74
825	5.20	4.31	2.87
867	5.46	4.53	3.02

SCHEDULE IA (Cont'd)

<u>Monthly Rate</u>	<u>Hourly Rate 40 Hr. Wk.</u>	<u>Hourly Rate 48 Hr. Wk.</u>	<u>Hourly Rate 72 Hr. Wk.</u>
\$ 910	\$ 5.74	\$ 4.76	\$ 3.17
955	6.02	4.99	3.33
1,003	6.32	5.24	3.49
1,053	6.64	5.50	3.67
1,105	6.96	5.78	3.85
1,159	7.30	6.06	4.04
1,216	7.66	6.36	4.24

SECTION 3. Classes of positions shall by resolution of the Board of City Commissioners be assigned to pay ranges established in Section 2(a) of this ordinance.

SECTION 4. The rates of pay enumerated in Section 2 above shall constitute the total salary or wages received by employees for regular full-time employment. Appropriate compensation may be made for authorized overtime provided, however, that no extra compensation or differential in any form shall be made for regularly scheduled shift or night work.

SECTION 5.

- (a) Normally, employees shall be employed initially at the first step of the pay range.
- (b) Employees shall be eligible for within-range salary increases in accordance with the following schedule:

	<u>Service Time</u>
Step I to Step II	1 year
Step II to Step III	1 year
Step III to Step IV	1 year
Step IV to Step V	1 year

- (c) Within-range increases shall not be of more than one step nor granted more often than annually. Exceptions may be authorized by the City Manager with the approval of the Board of City Commissioners.
- (d) Within-range salary increases shall normally be effective at the beginning of the pay period immediately following completion of the service requirements; provided, they are recommended by the department head, the City Manager, the Civil Service Board and approved by the Board of City Commissioners.

SECTION 6. Whenever an employee works for a period less than the regularly established pay period, the amount paid shall bear the same relationship to the full-time rate as the time actually worked bears to full-time employment.

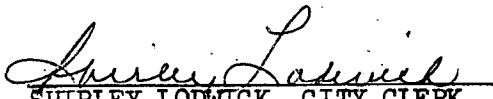
SECTION 7. The City Manager shall formulate such administrative rules and regulations as shall be necessary to carry out the purposes and intent of this ordinance and may amend them as conditions require.

SECTION 8. Amendments to the pay plan shall be adopted by the Board of City Commissioners when changes in the duties and responsibilities of classes, living costs, recruiting experience, prevailing rates of pay in comparable public and private employment, the City's financial condition, or other pertinent factors warrant such action.

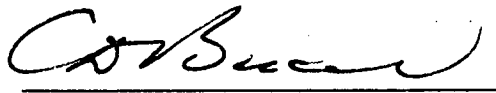
SECTION 9. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 10. The City Clerk and Clerk of the Board of Commissioners of the City of Las Vegas shall cause this ordinance to be published once a week for two successive weeks immediately following its first reading and adoption in a daily newspaper published in the City of Las Vegas, Nevada.

ATTEST:


SHIRLEY LODWICK, CITY CLERK

APPROVED:


C. D. BAKER, MAYOR

The above and foregoing ordinance was first proposed and read by title to the Board of Commissioners on the 2nd day of July 1958, and referred to the following committee composed of Commissioners Fountain and Bunker for recommendation; thereafter the said committee reported favorably on said ordinance on the 16th day of July, 1958, which was a regular meeting held on said day the proposed ordinance was read in full to the Board of Commissioners as first introduced and adopted by the following vote:

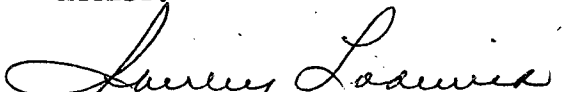
VOTING "AYE": Commissioners Bunker, Fountain, Sharp and Mayor Baker

VOTING "NAY": None ABSENT: Commissioner Whipple

APPROVED:


C. D. BAKER, MAYOR

ATTEST:


SHIRLEY LODWICK, CITY CLERK

ORDINANCE NO. 770
AN ORDINANCE PROVIDING FOR A
UNIFORM PAY PLAN FOR ALL AP-
POINTIVE OFFICERS AND EMPLOY-
EES OF THE CITY OF LAS VEGAS,
PRESCRIBING THE SALARY RATES
TO BE PAID, THE ASSIGNMENT OF
CLASSES OF POSITIONS TO PAY
RANGES, AND CERTAIN PAY POLIC-
IES REQUIRED TO ADMINISTER THE
PLAN AND OTHER MATTERS RE-
LATED THERETO.

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

SECTION 1.
A uniform pay plan of salary ranges
for all appointive officers and employ-
ees of the City of Las Vegas is hereby
established as is prescribed in Section
2 hereof.

SECTION 2.
(a) From and after the effective date
of this ordinance, the following
schedule of salary ranges, to be
known as Schedule I, Pay Ranges
in Monthly Amounts, applicable to
monthly paid appointive officers
and employees, shall be in effect:

SCHEDULE I
Pay Ranges in Monthly Amounts
City of Las Vegas, Nevada

Monthly Pay Range					
Rng. No.	Step I	Step II	Step III	Step IV	Step V
1	\$ 126	\$ 132	\$ 138	\$ 145	\$ 152
2	132	138	145	152	158
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31	489	513	537	563	591
32	513	537	563	591	620
33	537	563	591	620	650
34	563	591	620	650	682
35	591	620	650	682	715
36	620	650	682	715	750
37	650	682	715	750	787
38	682	715	750	787	825
39	715	750	787	825	867
40	750	787	825	867	910
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(b) From and after the effective date
of this ordinance, the following
schedule of wage rates, to be known
as Schedule IA, Pay Rates in Hourly
Amounts, applicable to hourly
paid employees, shall be in effect:

AFFIDAVIT OF PUBLICATION

STATE OF NEVADA, }
COUNTY OF CLARK } ss.

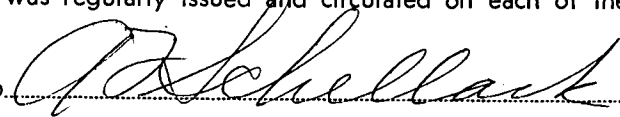
A. F. Schellack, being first duly sworn,
deposes and says, That he is Foreman of the LAS VEGAS REVIEW-JOURNAL,
a daily newspaper, of general circulation, printed and published at Las Vegas,
in the County of Clark, State of Nevada, and that the attached was continuously

published in said newspaper for a period of Two (2) insertions
from July 20, 1958 to July 27, 1958

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

July 20, 27, 1958

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

SIGNED 

Subscribed and sworn to before me this 28th day of July, 1958


NOTARY PUBLIC IN AND FOR CLARK COUNTY, NEVADA
My Commission Expires April 14, 1962.

SCHEDULE IA			
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City of Las Vegas, Nevada			
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ATTEST:
SHIRLEY LODWICK, CITY CLERK

APPROVED:
C. D. BAKER, MAYOR

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VOTING "AYE": Commissioners Bunker, Fountain, Sharp and Mayor Baker
VOTING "NAY": None
ABSENT: Commissioner Whipple

APPROVED:
C. D. BAKER, MAYOR

ATTEST:
SHIRLEY LODWICK, CITY CLERK
July 20, 27