



NOTICE OF PUBLIC MEETING AND AGENDA
REGULAR MEETING OF THE BOARD OF DIRECTORS
TUESDAY, DECEMBER 10, 2019
9:00 A.M.

Las Vegas Convention Center – Board Room
3150 Paradise Road
Las Vegas, Nevada 89109

BOARD OF DIRECTORS:

Commissioner Larry Brown, Chair
Ms. Marilyn Spiegel, Vice Chair
Councilman John Marz, Secretary
Mr. Gregory Lee, Treasurer
 Mayor Pro Tem Michele Fiore
 Mayor Carolyn Goodman
 Councilwoman Pamela Goynes-Brown

Mr. Tom Jenkin
 Mayor Kiernan McManus
 Mr. Anton Nikodemus
 Councilman George Rapson
 Ms. Mary Beth Sewald
 Mr. Steve Thompson
 Commissioner Lawrence Weekly

THIS PUBLIC MEETING IS PROPERLY NOTICED AND POSTED AT THE FOLLOWING LOCATIONS:

Las Vegas Convention and Visitors Authority (LVCVA) – 1st Floor Administration Offices
 3150 Paradise Road, Las Vegas, NV 89109

City Hall, City of Las Vegas
 495 South Main Street, Las Vegas, NV 89101

Clark County Government Center
 500 South Grand Central Parkway, Las Vegas, NV 89155

City Hall, City of North Las Vegas
 2250 N Las Vegas Blvd., North Las Vegas, NV 89030

Clark County Law Library
 309 South 3rd Street, Las Vegas, NV 89101

City Hall, City of Henderson
 240 S Water St., Henderson, NV 89015

Grant Sawyer State Office Building
 555 E Washington Avenue, Las Vegas, NV 89101

LVCVA Website: www.lvcva.com/agenda
 Nevada Public Notice Website: <https://notice.nv.gov/>

*THE BOARD OF DIRECTORS (BOARD) MAY:
 CONSIDER AGENDA ITEMS OUT OF ORDER;
 COMBINE TWO OR MORE AGENDA ITEMS FOR CONSIDERATION; AND
 REMOVE OR DELAY DISCUSSION ON ANY AGENDA ITEM AT ANY TIME.*

AGENDA

OPENING CEREMONIES

- Call to Order
- Invocation
- Pledge of Allegiance

COMMENTS FROM THE FLOOR BY THE PUBLIC

The first public comment period is limited to comments on items on the agenda. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Board at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

APPROVAL OF AGENDA AND MINUTES

Approval of the Agenda.
For possible action.

Approval of the Minutes from the November 12, 2019, Regular Meeting of the Board.
For possible action.

PRESENTATIONS

Presentation by Fremont Street Experience

Representatives from Fremont Street Experience will present an update on the canopy project.

This is an information item and does not require Board action.

Presentations by the LVCVA Staff

LVCVA staff will deliver presentations on the LVCCD Expansion & Renovation, Operations, Marketing and Sales achievements, People and Possibilities, and General Government highlights.

This is an information item and does not require Board action.

CONSENT AGENDA

Matters listed on the Consent Agenda are considered routine and may be approved in a single motion or may be moved to the discussion portion of the agenda.

MARKETING DIVISION

1. **Request to Approve Las Vegas Events (LVE) Event Funding: NASCAR RaceJam Weekend, February 22, 2020 and Downtown Rocks Concert Series May-October 2020**

That the Board consider approval of the distribution of funds to LVE in the amount not to exceed \$265,000 to fund two events that will be held at the Fremont Street Experience in Downtown Las Vegas:

- NASCAR RaceJam Weekend, February 22, 2020 - \$105,000
- Downtown Rocks Concert Series, May-October 2020 - \$160,000

For possible action.

2. **International Tourism Bourse (ITB) Berlin, Germany – March 4-8, 2020**

That the Board consider the following as they relate to the LVCVA exhibiting at ITB Berlin, in Berlin, Germany, March 4-8, 2020: 1) Approving an expenditure in an amount not to exceed \$110,000 for booth design and construction; and 2) Authorizing the Chief Executive Officer (CEO)/President to sign and execute the contract documents.

For possible action.

3. **IMEX Frankfurt - Frankfurt, Germany – May 12-14, 2020**

That the Board consider the following as they relate to the LVCVA exhibiting at IMEX Frankfurt, the Worldwide Exhibition for Incentive Travel, Meetings and Events, in Frankfurt, Germany, May 12-14, 2020: 1) Approving an expenditure in an amount not to exceed \$121,000 for booth space expenses; 2) Approving an expenditure in an amount not to exceed \$120,000 for booth design and construction; and 3) Authorizing the CEO/President to sign and execute the contract documents.

For possible action.

GENERAL GOVERNMENT DIVISION

4. **Clark County Self-Funded Interlocal and Insurance Plan – Medical and Dental Benefits Agreement**
That the Board approve amendments to the Interlocal Agreement and Clark County Self-Funded Health Benefits Plan, effective for the period of January 1, 2020 through December 31, 2020, for an amount not to exceed \$10 million.

For possible action.

5. **Health Plan of Nevada, Inc. Contract Agreement 2020 – Medical and Dental Benefits Agreement**
That the Board consider authorizing the CEO/President to enter into an amendment and extension of the Group Enrollment Agreement with Health Plan of Nevada, Inc. (HPN) for the 2020 calendar year, in an amount not to exceed \$4,300,000.

For possible action.

6. **The Guardian Life Insurance Company - Voluntary Insurance Coverage Agreement**
That the Board consider authorizing the CEO/President to execute an agreement with The Guardian Life Insurance Company of America for voluntary insurance coverage for benefits including injury, ambulance transportation, hospital-related costs, and accidental death, to be deducted from LVCVA ambassador payroll upon election into the program by the ambassador, for the service period of January 1, 2020 through December 31, 2020 with the option to renew for four (4), one-year periods.

For possible action.

7. **Total Administrative Services Corporation (TASC) - Section 125 Plan Agreement**
That the Board consider authorizing the CEO/President to execute an agreement in an amount not to exceed \$2,000 with TASC for the administration of a qualified, voluntary Internal Revenue Service Section 125 Plan for flexible savings accounts for LVCVA ambassadors for the service period of January 1, 2020 through December 31, 2020 with the option to renew for four (4), one-year periods.

For possible action.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

OPERATIONS DIVISION

8. **Utility Services Agreements**
That the Board consider authorizing the CEO/President to renew existing utility service agreements with Edlen Electrical Services, Freeman Companies, Global Experience Specialist (GES), Pack Expo Services, and Team Company in a cumulative amount of approximately \$10 million in revenue for the LVCVA, effective for the period of January 1, 2020 through December 31, 2020, with the option to renew for three (3) one-year periods.

For possible action.

9. **Trial Telecommunications Services – Cox Nevada Telcom, LLC**
That the Board consider approving a one-time pricing trial with Cox Nevada Telcom, LLC in an amount not to exceed \$125,000 for the National Association of Broadcasters (NAB) Show 2020, to introduce new telecommunications products and alternative pricing strategies.

For possible action.

10. **Clark County Permitting Consultants and Costs**

That the Board consider: 1) Authorizing the CEO/President to execute amended agreements with Muller Construction, Above the Ceiling, and Las Vegas Civil Engineering for exhibitor booth engineering services not to exceed a cumulative amount of \$625,000; and 2) Authorizing the CEO/President to pay all Clark County permit fees related to these design services not to exceed \$500,000.

For possible action.

GENERAL GOVERNMENT DIVISION

11. **Korn Ferry - Professional Services Agreement, Executive Search Firm**

That the Board consider authorizing the CEO/President to execute an agreement in an amount not to exceed \$140,000, with Korn Ferry to conduct an executive search for the LVCVA Chief Marketing Officer (CMO), effective for the period of December 15, 2019 through June 30, 2020.

For possible action.

12. **Public Hearing on Proposed Amendments to the Collective Bargaining Agreement (CBA) with the Services Employees International Union (SEIU) Local 1107 – 1) Birthday Holiday Usage Time Period; and 2) Canine Officer Membership**

That the Board consider, pursuant to NRS 288.153: 1) Conducting a public hearing on proposed amendments to the CBA; 2) Approving the proposed amendment to the CBA, pursuant to a Memorandum of Understanding (MOU), to expand the allotted usage time period during which SEIU employees may utilize their Birthday Holiday; and 3) Approving the proposed amendment to the CBA, pursuant to an MOU, to include Canine Officers.

Conduct a Public Hearing on the proposed amendments to the CBA between the LVCVA and SEIU, Local 1107

[Open Public Hearing on the proposed amendments to the CBA.](#)

Discussion of MOU by any interested person.

Close Public Hearing on proposed amendments to the CBA between the LVCVA and SEIU, Local 1107

For possible action.

13. **Authorization to Execute Office and Parking Space Lease**

That the Board consider authorizing the CEO/President to enter in to a lease in an amount not to exceed \$12,991,000 for office space, including tenant improvements, and parking space at 101 Convention Center Drive with Vegasstarr LLC and Concord Prime LLC.

For possible action.

COMMENTS FROM THE FLOOR BY THE PUBLIC

This public comment period is for any matter at is within the jurisdiction of the Board. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Board at this time, please step up to the podium, clearly state your name, and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

ADJOURNMENT

Persons are invited to submit written remarks for all matters, both on and off the agenda. Written remarks presented for inclusion in the Board's minutes must be flat, unfolded, on paper of standard quality, and 8½ by 11 inches in size. Written remarks shall not exceed five (5) pages in length. The LVCVA will not accept for filing any submission that does not comply with this rule. On a case-by-case basis, the Board may permit the filing of noncomplying [sic] written remarks, documents, and related exhibits pursuant to NRS 241.035(1)(e).

To submit ideas to the LVCVA, please visit <https://www.lvcva.com/who-we-are/meetings-and-minutes/>

The Board's meeting rooms are accessible to persons with disabilities. If special arrangements are required, please contact the Customer Safety Department at: 702-892-7400, which is a 24-hour Dispatch Control Center, or contact Silvia Perez in the Board Office at: 702-892-2802.

Members of the Board may participate in this meeting via telephone conference call. The general public may listen to the conference call at the above-referenced meeting location.

For information or questions regarding this agenda please contact:
Silvia Perez, Executive Assistant to the Board
3150 Paradise Road, Las Vegas, Nevada 89109
702-892-2802 or sperez@lvcva.com

Supporting materials for this meeting are available at 3150 Paradise Road, Las Vegas, Nevada 89109 or by contacting Silvia Perez at 702-892-2802 or sperez@lvcva.com

**LAS VEGAS CONVENTION AND VISITORS AUTHORITY
BOARD OF DIRECTORS' MEETING
AGENDA DOCUMENTATION**

MEETING DATE:	DECEMBER 10, 2019	ITEM NO.
TO:	BOARD OF DIRECTORS	
FROM:	STANA SUBARIC, SENIOR VICE PRESIDENT OF PEOPLE & POSSIBILITIES	DocuSigned by: <i>Stana Subaric</i> EE7B92BBE3224EE
SUBJECT:	PUBLIC HEARING ON THE PROPOSED AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT (CBA) WITH SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1107	

RECOMMENDATION

That the Board of Directors consider, pursuant to NRS 288.153: 1) Conducting a public hearing on proposed amendments to the CBA between the Las Vegas Conventon and Visitors Authority (LVCVA) and SEIU Local 1107; 2) Approving, pursuant to a Memorandum of Understanding (MOU), an amendment to the CBA to extend the allotted usage time period of the Birthday Holiday; 3) Approving, pursuant to an MOU, an amendment to the CBA to include Canine Officer job classification to the CBA.

For possible action.

FISCAL IMPACT

Birthday Holiday: None

Canine Officer Job Classification: Longevity in 2023 for one employee, payment of \$3,100.

BOARD ACTION:	
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**STEVE HILL
CEO/PRESIDENT**

PURPOSE AND BACKGROUND

NRS 288.153 requires the governing body of every local government employer to approve all new, extended, or modified CBAs between the local government employer and employee organizations during a public hearing. The Board is asked to approve the following modifications of the CBA between the LVCVA and SEIU Local 1107:

- (a) Article 10, Subsection 10.5 of the CBA, effective July 1, 2018 through June 30, 2023, allowing for the birthday holiday to be taken off in the pay period earned or no later than 90 calendar days following the employee's birthday. If an employee is out on paid status for longer than 90 days from his/her birthday, he/she will be paid for the holiday.

Las Vegas Convention and Visitors Authority Board of Directors' Meeting
Agenda Documentation

Meeting Date: December 10, 2019

Subject: Public Hearing on the Proposed Amendments to the Collective Bargaining Agreement (CBA) with Service Employees International Union (SEIU) Local 1107

To include the Canine Officer into the SEIU CBA, effective July 1, 2018, through June 30, 2023. The Canine Officer position shall be included in the bargaining unit and the employee holding the classification of Canine Officer shall have his/her original hire date control in determining eligibility for all rights, privileges and benefits under the CBA.

LVCVA/SEIU Local 1107
 COLLECTIVE BARGAINING AGREEMENT
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 Numerical

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Appendices

Appendix A LVCVA Bargaining Unit Classifications – Employees

LVCVA Bargaining Unit Classifications – Supervisors

Appendix B July 1, 2018 – June 30, 2019

Appendix C July 14, 2019 – June 30, 2020

Appendix D July 12, 2020 – June 30, 2021

Article 10
HOLIDAYS

10.1 – Paid Holidays

a. Paid holidays will be observed each year as established below:

1.	New Year's Day*	January 1
2.	Martin Luther King Day	Third Monday in January
3.	President's Day	Third Monday in February
4.	Memorial Day	Last Monday in May
5.	Independence Day*	July 4
6.	Labor Day	First Monday in September
7.	Nevada Day	Last Friday in October
8.	Veterans Day*	November 11
9.	Thanksgiving Day	Fourth Thursday in November
10.	Family Day	Day following Thanksgiving Day
11.	Christmas Day*	December 25
12.	Birthday Holiday	As scheduled

b. In addition to the above holidays, any day that may be designated as a national legal holiday by the President of the United States, or a legal holiday by the Governor of the State of Nevada.

10.2 – Holiday Pay

a. An employee who is not scheduled to work on a recognized holiday will be paid an amount equal to 8 hours at his/her base straight-time hourly rate.

b. To be eligible for holiday pay, an employee must be on paid status on the holiday.

10.3 – Holiday Premium Pay

For all hours worked by an employee on any of the holidays specified above, holiday premium will be paid at the rate of 2-1/2 times the rate of pay for the classification as designated.

10.4 – Work Schedule

a. For employees scheduled to work Monday through Friday, holidays will be observed on the dates specified in this section, except when a holiday marked with an asterisk (*) falls on a Saturday or Sunday. If a marked holiday falls on a Saturday, it will be observed the preceding Friday; if it falls on a Sunday, it will be observed the following Monday.

b. For employees working a schedule other than Monday through Friday, holidays will be observed on the dates specified in this section; or if the holiday falls on an employee's regularly scheduled day off, at the employee's request, his/her days off may be changed in order to afford him/her 3 consecutive days off, one of which will be that holiday which falls on the employee's scheduled day off. Such

change will be scheduled by supervision with due consideration given to staffing requirements and will be within the same workweek.

- c. If an employee is scheduled to work on a holiday and calls off (i.e. unable to come to work), s/he will be paid 8 hours straight-time holiday pay for the day and will accrue a no-notice attendance point.
- d. The holiday work schedule shall be filled on a rotating basis by seniority, and employees who are scheduled to work on any holiday shall be notified at least 30 days prior to the holiday they are scheduled to work. The Authority acknowledges the importance of its role in maintaining this holiday work schedule after notification to the employee has been made, and the Union acknowledges that circumstances outside of the control of the Authority occur, such as an event cancellation, room changes, expansion/contraction of the event, which would cause this holiday work schedule to be altered. The parties mutually agree that should these instances occur, the affected employee will be placed back in the holiday work schedule rotation as if he/she had not been contacted or scheduled to work the holiday.

10.5 – Birthday Holiday

The birthday holiday will be taken off in the pay period earned or no later than ~~90~~ calendar days following the employee's birthday. If an employee is out on paid status for longer than ~~90~~ days from his/her birthday, he/she will be paid for the holiday. Birthday holiday is included in overtime calculation.

10.6 – Holiday During PTO

If a designated holiday is observed during an employee's PTO leave, the employee will be paid 8 hours straight-time holiday pay for the day.

Appendix A
LVCVA Bargaining Unit Classifications
EMPLOYEES

Title	Grade
A/V Technician.....	20
Accounting Specialist.....	16
Accounting Technician.....	20
Administrative Specialist.....	13
Building Engineer.....	20
Business Services Specialist	16
<u>Canine Officer.....</u>	<u>20</u>
Custodian.....	9
Damage Assessment Technician.....	20
Database Marketing Coordinator.....	16
Distribution Center Specialist	16
Electrician.....	20
Exterior Engineer	20
Facility Support Technician.....	20
Fire Prevention Coordinator.....	25
Fire Prevention Technician.....	22
Graphics Technician.....	20
Groundskeeper	17
HVAC Technician	20
Lead Accounting Technician.....	22
Life Systems Coordinator.....	25
Mail Clerk.....	12
Mechanic	20
Mechanic-Welder	20
Perimeter Security Officer	9
Photographer	18
Plumber.....	20
Purchasing Assistant.....	18
Secretary	16
Security Dispatcher	15
Security Officer	17
Service Worker.....	14
Services Support Technician.....	16
Visitor Information Clerk.....	13
Visitor Information Specialist.....	13