



COMPENSATION COMMITTEE MEETING
April 8, 2021
Minutes

The Compensation Committee Meeting of the Board of Directors of the Las Vegas Convention and Visitors Authority (LVCVA) was held at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109, and telephonically, on April 8, 2021. This meeting was properly noticed and posted in compliance with the State of Nevada Executive Department Declaration of Emergency Directives 006, 016, 018, 021, 026, 029, and 037, dated March 22, 2020, April 29, 2020, May 7, 2020, May 28, 2020, June 29, 2020, July 31, 2020, and February 14, 2021, respectively.

Compensation Committee Members:

Present telephonically unless otherwise noted

Ms. Marilyn Spiegel, Chair
Ms. Mary Beth Sewald, Vice Chair
Mr. Scott DeAngelo
Councilwoman Michele Fiore
Commissioner Michael Naft

LVCVA Executive Staff in Attendance

Steve Hill, CEO/President
Caroline Bateman, General Counsel
Ed Finger, Chief Financial Officer
Lori Nelson-Kraft, Senior Vice President of Communications
Brian Yost, Chief Operating Officer
Kate Wik, Chief Marketing Officer
Stana Subaric, Senior Vice President of People & Culture
Constance Brooks, Vice President of Public Affairs & Diversity

OPENING CEREMONIES

Chair Marilyn Spiegel called the meeting to order at 2:01 p.m.

Caroline Bateman, General Counsel, acknowledged that all members of the Committee were present telephonically.

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were no comments from the floor or telephonically by the public.

APPROVAL OF AGENDA AND MINUTES

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Vice Chair Mary Beth Sewald moved, and it was carried by unanimous vote of the voting members, to approve the April 8, 2021, Compensation Committee Meeting agenda and the July 8, 2020, Compensation Committee Meeting minutes.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

Stana Subaric, Senior Vice President of People and Culture, informed the Board of the reinstatement of pre-COVID wages for Management and Professional Class ambassadors on May 2, 2021, and Executive Class ambassadors on June 27, 2021.

ITEM A. **Memorandum of Agreement Modifying the Collective Bargaining Agreement with Service Employees International Union (SEIU) Local 1107**

Ms. Subaric requested that the Committee consider approving, for recommendation to the Board: 1) A modification to the Collective Bargaining Agreement (CBA) between the LVCVA and SEIU providing that there will be no across the board increases in base wages, wage grades, or steps for the fourth year of the CBA; and 2) Authorization for the Chief Executive Officer (CEO)/President to execute a Memorandum of Agreement between the LVCVA and SEIU to complete the CBA modification.

Chair Spiegel requested that Ms. Subaric provide background on the Memorandum of Agreement.

Ms. Subaric stated that the LVCVA negotiated a five-year contract with the SEIU in 2018 which included agreed-upon across-the-board increases for years one through three, leaving years four and five to be negotiated later. The LVCVA and SEIU negotiated in January 2021 and came to a tentative agreement of no increase for the upcoming fiscal year due to the financial impact of COVID-19.

Vice Chair Mary Beth Sewald moved, seconded by Member Michele Fiore, and it was carried by unanimous vote of the voting members present, to approve for recommendation to the Board: 1) A modification to the Collective Bargaining Agreement (CBA) between the LVCVA and SEIU providing that there will be no across the board increases in base wages, wage grades, or steps for the fourth year of the CBA; and 2) Authorization for the Chief Executive Officer (CEO)/President to execute a Memorandum of Agreement between the LVCVA and SEIU to complete the CBA modification.

ITEM B. **Establishment of an Executive Level Position**

Ms. Subaric provided a description of the position, and requested that the Committee consider approving, for recommendation to the Board, the establishment of an executive “E” level position of Vice President of Guest Experience with the salary range and benefits of an “E-1” position.

Chair Spiegel asked if this was a new position or if it existed before, to which Ms. Subaric answered that the position existed in 2018 and was eliminated in 2019. Ms. Subaric stated that the LVCVA staff now finds the need for the position, to enhance the guest experience.

Chair Spiegel asked who the position reports to, to which Ms. Subaric answered that the position reports to the LVCVA’s Chief Operating Officer, Brian Yost.

Chair Spiegel asked if the level of the position was the same that it was in the past, to which Ms. Subaric confirmed.

Vice Chair Sewald moved and it was carried by vote of the voting members present, to approve for recommendation to the Board, the establishment of an executive “E” level position of Vice President of Guest Experience with the salary range and benefits of an “E-1” position.

ITEM C. **Compensation Committee Charter Review**

Ms. Subaric requested that the Committee: 1) perform its annual review of its Charter; and 2) assess proposed changes to the Charter, including those recommended by Staff, for approval by the Board.

Ms. Subaric explained the Staff-proposed change to section 3.3 of the Charter, which was updated to read: “Annually, the Compensation Committee shall also review and recommend for Board approval, title changes, salary, and bonus ranges of the executive officers or “E” level positions who report to the Chief Executive Officer.” The proposal adds the language “or ‘E’ level positions who report to the Chief Executive Officer”.

Chair Spiegel asked how many of the E-level positions currently report to the CEO, to which Ms. Subaric responded that seven E-level positions currently report to the CEO, and seven E-level positions currently do not report directly to the CEO.

Vice Chair Sewald moved, and it was carried by unanimous of the voting members present, to recommend the proposed changes to the Charter for approval by the Board.

SET NEXT MEETING DATE

Chair Spiegel stated that a future Compensation Committee meeting date has not yet been identified, but will be scheduled around June, for the CEO and General Counsel’s annual review.

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were no comments from the floor or telephonically by the public.

ADJOURNMENT

Chair Spiegel adjourned the meeting at 2:10 p.m.

Respectfully submitted,

Date Approved: July 8, 2021

Silvia Perez
Executive Assistant to the Board of Directors

Marilyn Spiegel
Compensation Committee Chair