



COMPENSATION COMMITTEE MEETING
June 13, 2022
Minutes

The Compensation Committee Meeting of the Board of Directors of the Las Vegas Convention and Visitors Authority (LVCVA) was held on June 13, 2022, at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. This meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

Compensation Committee Members:

Present unless otherwise noted

Mr. Anton Nikodemus, Chair..... absent

Ms. Mary Beth Sewald, Vice Chair

Mr. Scott DeAngelo

Councilwoman Michele Fiore..... *phone*

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

Nadine Jones, Senior Vice President of People & Culture

OPENING CEREMONIES

Vice Chair Mary Beth Sewald called the meeting to order at 1:31 p.m.

Caroline Bateman, General Counsel, indicated all Committee members were present, except for Chair Anton Nikodemus.

FLAG SALUTE The Pledge of Allegiance was performed.

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were no comments from the floor by the public.

APPROVAL OF AGENDA AND MINUTES

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Member Michael Naft moved, and it was carried by unanimous vote of the voting members, to approve the June 13, 2022, Compensation Committee Meeting agenda and the July 8, 2021, Compensation Committee meeting minutes.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

ITEM A. **Article 6 Revision Modifying the Collective Bargaining Agreement with Service Employees International Union (SEIU) Local 1107**

Ed Finger, Chief Financial Officer, explained the LVCVA's legal requirement under the Nevada Revised Statutes as it relates to any modifications of an existing Collective Bargaining Agreement (CBA). Mr. Finger noted that the LVCVA's CBA with the SEIU, approved and executed in 2018, is in its fifth and final year and requires the negotiation of the Across-the-Board Increases prior to July 5, 2022. Mr. Finger summarized previous negotiations with the SEIU, discussed the fiscal impact breakdown, and requested that the Committee consider approving for recommendation to the Board of Directors, a modification to the CBA, effective July 10, 2022, through June 30, 2023, providing for across the board wage increases of four percent (4%) and a one-time lump sum payment of \$2,250.

Fiscal Impact

FY 2023: \$1.3 million Expenditure

Member Naft moved, seconded by Member Scott DeAngelo, and it was carried by unanimous vote of the voting members to approve for recommendation to the Board of Directors, a modification to the Collective Bargaining Agreement with SEIU Local 1107, effective July 10, 2022, through June 30, 2023, providing for across the board wage increases of four percent (4%) and a one-time lump sum payment of \$2,250.

ITEM B. **Compensation Philosophy and Executive Class Review**

Mr. Finger outlined the changes in the compensation philosophy document including benchmarks and methodology for comparing compensation structures for marketing and sales markets as well as the public sector. Mr. Finger discussed the benefits included in the compensation philosophy and provided detailed information regarding executive compensation methodology. Mr. Finger provided an illustration of compensation comparison and pay & bonus ranges using the CEO position as an example. Mr. Finger requested that the Committee consider approving for recommendation to the Board the following: 1) Changes to the LVCVA's general compensation philosophy; and 2) The salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

Member Michele Fiore expressed support for the proposed salary and bonus ranges, citing the COVID-19 pandemic and current inflation conditions.

Member DeAngelo agreed and explained the unique nature of the LVCVA in which a destination marketing organization (DMO) and convention and visitor's bureau are combined, as opposed to other cities where these organizations are managed separately. Member DeAngelo noted that the proposed pay & bonus ranges are conservative.

Member Naft reiterated Member DeAngelo's comments on the dual responsibility of managing both a DMO and convention center, and expressed support of the proposed ranges.

Vice Chair Sewald recused herself from voting on or discussing the item, noting that she is employed by the Vegas Chamber, wherein she serves as the President & CEO. Agenda Item B contemplates revising the salary and bonus ranges of LVCVA executive officers that report to the Board CEO/President. The proposed revisions will affect Lori Nelson-Kraft, the LVCVA's Senior Vice President of Communications. Ms. Kraft also serves on the Vegas Chamber Board, and thus exercises a supervisory function over Vice Chair Sewald in her official capacity. Vice Chair Sewald noted that the independence of judgment of a reasonable person in her situation may be materially affected by her position with the Vegas Chamber, and would be recusing herself from voting on Agenda Item B.

Member DeAngelo moved, and it was carried by unanimous vote of the voting members, to approve for recommendation to the Board the following: 1) Changes to the LVCVA's general compensation philosophy; and 2) The salary and bonus ranges of executive officers who report to the Board or the CEO/President.

ITEM C. **Review of the LVCVA's Rewards and Recognition Policy**

Nadine Jones, Senior Vice President of People & Culture, outlined the Committee's responsibility to approve any changes to the Rewards and Recognition policy. Ms. Jones stated that the only notable recommended change to the policy was the amount of the ten-year tenure award, and requested that the Committee consider conducting its annual review of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors and recommending approval of the proposed revisions to the Board.

Fiscal Impact

FY 2023: \$150,000 Expenditure

Vice Chair Sewald disclosed that she is employed by the Vegas Chamber where she serves as the President & CEO. The Customer Service Excellence Program is conducted in partnership between the LVCVA and the Vegas Chamber. Vice Chair Sewald stated that the independence of judgement of a reasonable person in her situation would not be materially affected by her position with the Vegas Chamber and its participation in this event and would therefore be voting on the item.

Member DeAngelo moved, and it was carried by unanimous vote of the voting members to conduct its annual review of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors and recommending approval of the proposed revisions to the Board.

ITEM D. **Review and Approval of the LVCVA's Parental Leave Policy**

Ms. Jones informed the Committee that the Parental Leave Policy is a new policy for the LVCVA and provided details on its purpose – namely to provide those ambassadors who do not qualify for Family Medical Leave Act leave opportunities (or other State or Federal leave) the ability to take time off for parental responsibilities related to the birth or adoption of a newborn child. Ms. Jones requested that the Committee consider recommending for Board approval, the proposed Parental Leave Policy, effective June 1, 2022

Fiscal Impact

FY 2023: \$15,000 Expenditure

Member Naft expressed support for the new policy.

Member Naft moved and it was carried by unanimous vote of the voting members to recommend for Board approval, a Parental Leave Policy, effective June 1, 2022, providing Ambassadors time away from work for parental responsibilities related to the birth or adoption of a newborn child when other State or Federal leave is not available.

SET NEXT MEETING DATE

The next Compensation Committee will be at the Call of the Chair.

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were no comments from the floor by the public.

ADJOURNMENT

Vice-Chair Sewald adjourned the meeting at 1:58 p.m.

Respectfully submitted,

Date Approved: July 11, 2022

Silvia Perez
Executive Assistant to the Board of Directors

Mary Beth Sewald
Compensation Committee Vice Chair