



2021



REGULAR MEETING OF THE

# Board of Directors

Tuesday, April 13, 2021  
Las Vegas Convention Center/Telephonic

[www.lvcva.com](http://www.lvcva.com)



## Board of Directors

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**JOHN MARZ**  
*Chairman*  
Councilman  
City of Henderson



**MARILYN SPIEGEL**  
*Vice Chair*  
President  
Wynn and Encore



**JIM GIBSON**  
*Secretary*  
Commissioner  
Clark County  
Commission Office



**ANTON NIKODEMUS**  
*Treasurer*  
President and COO CityCenter  
Aria Resort & Casino/  
Vdara Hotel & Spa



**SCOTT DEANGELO**  
EVP &  
Chief Marketing Officer  
Allegiant Travel Company



**MICHELE FIORE**  
Councilwoman  
City of Las Vegas



**CAROLYN G. GOODMAN**  
Mayor  
City of Las Vegas



**PAMELA GOYNES-  
BROWN**  
Councilwoman  
City of North Las Vegas



**JAN JONES BLACKHURST**  
Caesars Entertainment  
Board of Directors  
Chief Executive in Residence,  
UNLV International  
Gaming Institute



**KIERNAN MCMANUS**  
Mayor  
City of Boulder City



**MICHAEL NAFT**  
Commissioner  
Clark County  
Commission Office



**MARY BETH SEWALD**  
President and CEO  
Vegas Chamber



**STEVE THOMPSON**  
Executive Vice President  
Operations  
Boyd Gaming Corporation



**BRIAN WURSTEN**  
Councilman  
City of Mesquite



## NOTICE OF PUBLIC MEETING AND AGENDA

**REGULAR MEETING OF THE BOARD OF DIRECTORS  
TUESDAY, APRIL 13, 2021  
9:00 A.M.**

**Las Vegas Convention Center – Room N111  
3150 Paradise Road  
Las Vegas, Nevada 89109  
Telephonically:**

**DIAL: (408) 418-9388 / ACCESS CODE: 187 901 6726**

PLEASE NOTE THAT DUE TO THE COVID-19 RELATED RESTRICTIONS ON THE SIZE OF PUBLIC GATHERINGS, THERE WILL BE LIMITED IN-PERSON ATTENDANCE AT THIS MEETING. THE PUBLIC IS ENCOURAGED TO JOIN THE MEETING TELEPHONICALLY.

This meeting is noticed and will be conducted in conformance with the State of Nevada Executive Department Declaration of Emergency Directives 006, 041 and 043, dated March 22, 2020, March 12, 2021, and March 31, 2021, respectively.

If you desire to listen to this telephonic meeting, please call (408) 418-9388, enter access code 187 901 6726.

The Board of Directors will take public comment during the periods listed below on the agenda. THERE WILL BE LIMITED IN-PERSON ATTENDANCE FOR PUBLIC COMMENT AT THIS MEETING. If you wish to provide public comment, you may do so via one of the following two options:

- 1) By calling the telephonic conference number provided above; or
- 2) Submitting your comments, via email, to the Board's Executive Assistant, Silvia Perez, at [sperez@lvcva.com](mailto:sperez@lvcva.com), **prior to 5:00 p.m. April 12, 2021**. Please include your name and the agenda item to which your comment pertains (if applicable) in your email submission. Public comments submitted via email will be read into the record during the appropriate public comment period for up to three (3) minutes.

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### BOARD OF DIRECTORS:

**Councilman John Marz, Chair**  
**Ms. Marilyn Spiegel, Vice Chair**  
**Commissioner Jim Gibson, Secretary**  
**Mr. Anton Nikodemus, Treasurer**  
Mr. Scott DeAngelo  
Councilwoman Michele Fiore  
Mayor Carolyn Goodman

Councilwoman Pamela Goynes-Brown  
Ms. Jan Jones Blackhurst  
Mayor Kiernan McManus  
Commissioner Michael Naft  
Ms. Mary Beth Sewald  
Mr. Steve Thompson  
Councilman Brian Wursten

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

LVCVA Website: [www.lvcva.com/agenda](http://www.lvcva.com/agenda)  
Nevada Public Notice Website: <https://notice.nv.gov/>

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*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.*

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## AGENDA

### **OPENING CEREMONIES**

Call to Order  
Roll Call  
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 or follow the instructions from the conference moderator 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 March 9, 2021 Regular Meeting of the Board.  
For possible action.

### **PRESENTATIONS**

#### **Presentations by the LVCVA Staff**

LVCVA staff will deliver presentations on Operations, Marketing and Sales achievements, People and Culture, and General Government highlights.

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

### **LVCVA STAFF REPORTS AND REQUESTED ACTIONS**

#### **MARKETING DIVISION**

1. [Las Vegas Bowl Sponsorship Agreement](#)

That the Board consider the following as they relate to a Sponsorship Agreement with ESPN Productions for the 2021-2025 Las Vegas Bowls: 1) Approving an expenditure of \$8,488,000; and 2) Authorizing the Chief Executive Officer (CEO)/President to execute the contract documents.

For possible action.

2. [Concacaf Gold Cup Finals Sponsorship Agreement - Las Vegas, Nevada – August 1, 2021](#)

That the Board consider the following as they relate to a Sponsorship Agreement with Soccer United Marketing, LLC, for the Confederation of North, Central America and Caribbean Association Football (Concacaf) Gold Cup Finals event on August 1, 2021: 1) Approving an expenditure of \$475,000; and 2) Authorizing the CEO/President to execute the contract documents.

For possible action.



## **COMMITTEES**

3. **[Compensation Committee Report and Recommendations](#)**

The Compensation Committee met on April 8, 2021 to discuss Items A-C. The Compensation Committee Chair will present a report to the Board of Directors.

**The Compensation Committee Chair will present a report and give the Committee's recommendations, if any, to the Board of Directors.**

Item A. **[Proposed Memorandum of Agreement Modifying the Collective Bargaining Agreement with Service Employees International Union \(SEIU\) Local 1107](#)**

The proposed modification of the Collective Bargaining Agreement with the SEIU will be presented to the Board as a separate Public Hearing action item on this agenda.

Item B. **[Establishment of an Executive Level Position](#)**

That the Board consider approving 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.

For possible action.

Item C. **[Compensation Committee Charter Review](#)**

That the Board consider approving proposed changes to the Compensation Committee Charter as recommended by the Compensation Committee.

For possible action.

## **GENERAL GOVERNMENT DIVISION**

4. **[Public Hearing on the Proposed Memorandum of Agreement Modifying the Collective Bargaining Agreement with SEIU Local 1107](#)**

That the Board consider, pursuant to NRS 288.153: 1) Conducting a public hearing on a proposed 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 CEO/President to execute a Memorandum of Agreement (MOA) between the LVCVA and SEIU to complete the CBA modification.

**Conduct a Public Hearing on the proposed MOA modifying the CBA between the LVCVA and SEIU Local 1107**

**[Open Public Hearing on the proposed MOA modifying the CBA between the LVCVA and SEIU Local 1107.](#)**

Discussion of MOA by any interested person.

**Close Public Hearing on the proposed MOA modifying the CBA between the LVCVA and SEIU Local 1107.**

For possible action.

## **COMMENTS FROM THE FLOOR BY THE PUBLIC**

This public comment period is for any matter that 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 or follow the instructions from the conference moderator and 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 by calling (408) 418-9388 and entering access code 187 901 6726.

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](mailto:sperez@lvcva.com)

Supporting materials for this meeting are available by contacting Silvia Perez at 702-892-2802 or [sperez@lvcva.com](mailto:sperez@lvcva.com)

**MINUTES**  
**Regular Meeting of the Board of Directors**  
**March 9, 2021**





## Regular Meeting of the Board of Directors March 9, 2021 Minutes

The Regular Meeting of the Board of Directors (Board) 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 March 9, 2021. This meeting was properly noticed and posted in accordance 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.

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### Board of Directors (Board)

*Present unless otherwise noted*

**Councilman John Marz, Chair**  
**Ms. Marilyn Spiegel, Vice Chair**  
**Commissioner Jim Gibson, Secretary**  
**Mr. Anton Nikodemus, Treasurer**  
Mr. Scott DeAngelo  
Mayor Pro Tem Michele Fiore  
Mayor Carolyn Goodman

Councilwoman Pamela Goynes-Brown  
Jan Jones Blackhurst.....*via phone*  
Mayor Kiernan McManus  
Commissioner Michael Naft  
Ms. Mary Beth Sewald  
Mr. Steve Thompson  
Mr. Brian Wursten.....*via phone*

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LVCVA Executive Staff present

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

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### **OPENING CEREMONIES – CALL TO ORDER**

Chair John Marz called the meeting to order at 9:00 a.m.

Caroline Bateman, General Counsel, acknowledged that all Board members were present, with Members Jan Jones Blackhurst and Brian Wursten attending telephonically.

The Pledge of Allegiance was performed.

### **COMMENTS FROM THE FLOOR BY THE PUBLIC**

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

### **APPROVAL OF AGENDA AND MINUTES**

#### **APPROVAL OF THE AGENDA AND MINUTES**

**Vice Chair Marilyn Spiegel moved, and it was carried by unanimous vote of the voting members, to approve the March 9, 2021 Regular Meeting of the Board of Directors agenda, and to approve the minutes of the February 9, 2021, Regular Meeting of the Board of Directors.**

## **PRESENTATIONS**

### **Presentations by the LVCVA Staff**

Brian Yost, Chief Operating Officer, provided a photo/video tour of the Las Vegas Convention Center's (LVCC) new West Hall, and invited Board members to an in-person tour of that facility.

Mr. Yost provided a PowerPoint update on The Boring Company Convention Center Loop project, highlighting testing, lighting, digital assets, and solar canopies.

Member Pamela Goynes-Brown asked if the walls pictured in the presentation were digitally set up for marketing purposes, to which Mr. Yost responded those walls are intended to be used for static signage.

Chair Marz encouraged Board members to tour the new West Hall.

Kate Wik, Chief Marketing Officer, delivered a PowerPoint and video presentation on marketing activity and campaigns for extended destinations Laughlin, Mesquite, and Boulder City.

Lori Nelson-Kraft, Senior Vice President of Communications, provided an update on the Hospitality Heroes recognition program highlighting the more than 80 nominations from 20 resort partners.

Steve Hill, Chief Executive Officer (CEO)/President, informed the Board of the recent passing of the LVCVA's Senior Director of Client Services, TJ Spain. Mr. Hill provided a summary of Mr. Spain's contributions to the LVCVA and offered his condolences.

Member Carolyn Goodman asked if notifications can be sent to the Board when these types of events happen, so they are able to express their condolences in a timely manner, to which Ms. Nelson-Kraft confirmed.

Mr. Hill provided an update on the outlook for Las Vegas's tourism industry and projected vaccination statistics and shared his optimism in bringing conventions and tradeshow back to Las Vegas. Mr. Hill provided information on the LVCVA's budget status and deficit in fiscal year (FY) 2021 revenue projections, and shared his thoughts on FY 2022 revenue projections. Mr. Hill provided an update on the grand opening celebration of the new West Hall building and thanked those involved in its completion.

## **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.

## **OPERATIONS DIVISION**

### **1. Bid #21-4674, PWP CL-2021-167, Central Plant Ventilation Wall**

That the Board consider: 1) Awarding Bid #21-4674, Central Plant Ventilation Wall, to Penta Building Group, LLC, Las Vegas, Nevada in the amount of \$140,602; and 2) Authorizing the Chief Executive Officer (CEO)/President to execute the contract documents.

For possible action.

### **2. Granting of Easement to the Las Vegas Valley Water District**

That the Board consider authorizing the CEO/President to execute an agreement with the Las Vegas Valley Water District granting an easement to access LVCVA property to allow for the removal and reinstallation of a new water line, and any associated water hydrants, down Paradise Road.

**Vice Chair Spiegel moved, and it was carried by unanimous vote of the voting members to approve the items on the Consent Agenda as requested by staff.**

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**LVCVA STAFF REPORTS AND REQUESTED ACTIONS**

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**MARKETING DIVISION**

3. **Request to Approve LVE Event Funding: Life is Beautiful – September 17 – 19, 2021**

Fletch Brunelle, Vice President of Marketing, provided background information on the Life is Beautiful event and requested that the Board consider approving an expenditure in the amount of \$150,000 to Las Vegas Events (LVE) to fund the 2021 Life is Beautiful Music & Art Festival. The event will take place in Downtown Las Vegas.

Fiscal Impact

FY 2022: \$150,000 Expenditure

**Vice Chair Spiegel moved, and it was carried by unanimous vote of the voting members to approve an expenditure in the amount of \$150,000 to LVE to fund the 2021 Life is Beautiful Music & Art Festival.**

4. **Request to Approve LVE Event Funding: Downtown Rocks Concert Series, May-October 2021**

Mr. Brunelle provided background information on the concert series and requested that the Board consider approving an expenditure in the amount of \$275,000 to LVE to fund the 2021 Downtown Rocks Concert Series. The concerts will take place May through October at the Fremont Street Experience in Downtown Las Vegas.

Member Goodman acknowledged the two above events' impact on the downtown area and Las Vegas.

Fiscal Impact

FY 2021/2022: \$275,000 Expenditure

Final allocation between fiscal years will be determined based on the final event schedule.

**Vice Chair Spiegel moved, and it was carried by unanimous vote of the voting members to approve an expenditure in the amount of \$275,000 to LVE to fund the 2021 Downtown Rocks Concert Series.**

5. **Request to Approve LVE Event Funding: US Bowling Congress Open Championships, March 7-July 17, 2022**

Mr. Brunelle provided background on the Championship events and requested that the Board consider approving an expenditure in an amount not to exceed \$1,000,000 to LVE to fund the 2022 US Bowling Congress Open Championships. The Championship events will take place from March 7th through July 17th at the South Point Bowling Plaza.

Member Steve Thompson stated he would be abstaining from this vote, as Boyd Gaming directly benefits from auxiliary events stemming from USBC.

Fiscal Impact

FY 2022/2023: Not to exceed \$1,000,000

Final allocation between fiscal years will be determined based on the final event schedule.

**Vice Chair Spiegel moved, and it was carried by unanimous vote of the voting members to approve expenditure in an amount not to exceed \$1,000,000 to LVE to fund the 2022 US Bowling Congress Open Championships.**

6. **Professional Bull Riders Premier Series and Championship Sponsorship Agreement 2021**

Mr. Brunelle provided background information and requested that the Board consider the following as they relate to the 2021 Professional Bull Riders Premier Series and Championship Sponsorship Agreement: 1) Approving an expenditure of \$2,125,000 and 2) Authorizing the CEO/President to execute the contract documents.



Member Jones Blackhurst asked where the event was held, to which Mr. Brunelle answered that the event will be held at T-Mobile Arena.

Fiscal Impact

FY 2022: \$2,125,000 Expenditure

**Secretary Jim Gibson moved, and it was carried by unanimous vote of the voting members to 1) Approve an expenditure of \$2,125,000 and 2) Authorize the CEO/President to execute the contract documents.**

7. **Las Vegas Events Update**

Pat Christenson of LVE provided a comprehensive recap of LVE's activities during the first three quarters of fiscal year (FY) 2021 including the following: National Finals Rodeo (NFR) campaign & planning; and the Mesquite Open, Mr. Christenson previewed planned LVE activities for the fourth quarter of FY 2021 and farther out, including the following: Mountain West and Pac-12 basketball events, Mesquite Motor Mania, and Rock 'n' Roll Marathon.

Member Anton Nikodemus asked if the NFR contract was extended due to it being held in Texas in 2020, to which Mr. Christenson answered that there was an extra year added to the end of the contract term, extending it to 2025.

This was an information item and did not require Board action.

**GENERAL GOVERNMENT DIVISION**

8. **Turner Martin-Harris Joint Venture Construction Manager at Risk Contract – LVCC Phase 2 Construction Manager at Risk Amendment No. 6**

Mr. Hill provided detail on project costs and requested that the Board consider authorizing the CEO/President to execute Amendment No. 6 to the Turner Martin-Harris Joint Venture Construction Manager at Risk Contract for the Las Vegas Convention Center Phase 2 project, increasing the total contract price from \$889,076,996 to \$891,576,996, and increasing the total project cost from \$987,076,996 to \$989,576,996.

Fiscal Impact

FY 2021: \$2,500,000

**Vice Chair Spiegel moved, and it was carried by unanimous vote of the voting members to authorize the CEO/President to execute Amendment No. 6 to the Turner Martin-Harris Joint Venture Construction Manager at Risk Contract for the Las Vegas Convention Center Phase 2 project, increasing the total contract price from \$889,076,996 to \$891,576,996, and increasing the total project cost from \$987,076,996 to \$989,576,996.**

9. **Approval to Enter into Litigation Against P2M Motorsports, LLC**

Mr. Hill provided history information on the agreement between the LVCVA and P2M Motorsports, LLC (P2M), and requested that the Board consider: 1) Approving Staff's recommendation to enter into litigation against P2M to obtain a court order declaring a Confidentiality and Nondisclosure Agreement between the LVCVA and P2M void, unenforceable, and inapplicable to discussions between LVCVA and Liberty Media Corporation ("Liberty"); and 2) Delegating to the CEO/President the authority to make case related decisions during the pendency of the litigation.

Ms. Bateman informed the Board that with a recent complaint filed by the Liberty group, it was discovered that P2M never had a contractual relationship with either Formula 1 or Liberty, encouraging the LVCVA to enter litigation.

Member Goodman asked if there was any financial exposure by the LVCVA in proceeding this way, to which Ms. Bateman explained that appropriate precautions were taken, and she does not believe there are grounds for any counter claim against the LVCVA. Ms. Bateman stated there would be costs incurred by the LVCVA in terms of outside counsel fees, and these would be presented to the Board, should they exceed the CEO/President's signature authority. Ms. Bateman explained a provision of the potential of the LVCVA paying P2M's attorney's fees, should there be a prevailing action by P2M, and shared her opinion that there is low probability of this.

Fiscal Impact

FY 2021: Filing Fee: not to exceed \$1,530. Additionally, there will be outside legal costs associated with the litigation that Staff does not anticipate will exceed the CEO's Signature Authority and will be within the approved budget.

**Vice Chair Spiegel moved, and it was carried by unanimous vote of the voting members to authorize the CEO/President to 1) Approve Staff's recommendation to enter into litigation against P2M to obtain a court order declaring a Confidentiality and Nondisclosure Agreement between the LVCVA and P2M void, unenforceable, and inapplicable to discussions between LVCVA and Liberty Media Corporation ("Liberty"); and 2) Delegate to the CEO/President the authority to make case related decisions during the pendency of the litigation.**

**COMMITTEES**

10. **Marketing Committee Report**

The Marketing Committee met on March 1, 2021 to discuss Item A. Marketing Committee Vice Chair Anton Nikodemus presented a summary of the Marketing Committee meeting to the Board of Directors.

Ms. Wik provided a PowerPoint and video recap of the return-to-market strategies of the Business and Leisure segments including the following: layered messaging, positioning, the "Fast Forward" campaign, and influencer activities.

Committee Vice Chair Nikodemus discussed the dialogue that took place during the Marketing Committee meeting regarding the importance of the return of group business as key to midweek business and leveraging the return of World of Concrete to the Convention Center.

Member Scott DeAngelo recommended building a checklist of the top 40 group business events and celebrating each as they come back. Member DeAngelo recommended sharing information on what is open and available to travelers who are considering Las Vegas. Committee Vice Chair Nikodemus commented on efforts relating to capacity restrictions and event approvals, in response to Member DeAngelo's suggestions.

This was an information item and did not require Board action.

**COMMENTS FROM THE FLOOR BY THE PUBLIC**

Daniel Braisted provided the attached handouts regarding drones and spoke about the possibility of incorporating drones in the transportation infrastructure for Las Vegas and as a service at the Las Vegas Convention Center. Mr. Braisted addressed the effects of construction on Las Vegas streets.

Ms. Bateman informed the Board that a written public comment submission was received from Rick Shaw and read the public comment submission into the record as follows:

"In the proposed project plan link below, [and for the Board's information, that was the BDO Audit Plan for calendar year 2021] I reviewed the results of the survey regarding 15 risk areas. Safety and Security was ranked fourth according to a 4.1 average, but Safety and Security was not listed in the Proposed Project Topics chart/list.

Question One - Based on huge costs, reputation damages, mounting safety concerns of visitors, and other impacts of the 1 October Massacre, and based on a long and growing list of violence related incidents (fights, shootings, stabbings, murders, attacks on employees, human trafficking, gangs, and more) taking place on the Las Vegas Strip in 2020 and continuing into 2021, why would safety and security of visitors, employees, locals, and law enforcement not be on the list of Project Topics?

Question Two - And based on the fact that the law enforcement surge is not sustainable Sheriff Lombardo dialed back on January 27, 2021, and not sustainable by hotels, conferences, and casinos, and not the message Las Vegas wants to send to visitors, how can I request a meeting to propose a Project Topic on Safety and Security that is outside the box, research-based, evidence-based, proven to be successful in the real world, and focused on proactively preventing incidents, attacks, and tragedies before they occur? This is a significant opportunity to make prevention and safety a key differentiator for Las Vegas.

I have been researching failed preventions for 20 plus years, I was the first to identify the profile of failed preventions, and I wrote *The First Preventers Playbook* that was released in October 2020 that explains how the First Preventers Model, preventing incidents is critically needed to complement First Responders and Security, reacting to incidents to help make Las Vegas a destination where visitors, employees, sports fans, and locals will feel safe.

Safety and the First Preventers Model is the common thread that will make Las Vegas recover faster and maintain competitive advantages over other destinations. I look forward to helping and answering any questions/responses from the LVCVA Board and please let me know who I can connect with to explain this new model for the new world and new challenges we all face due to COVID-19 and rising numbers of at-risk individuals who can attack at any moment like we saw with Nashville. The recent attack/murder of retired law enforcement person on the Las Vegas Strip by an at-risk individual who had multiple reported indicators, but no First Preventers to intervene and prevent escalation, is another tragic event that was preventable with First Preventers Model since First Responders cannot respond until there is a crime, and that is too late."

#### **ADJOURNMENT**

Chair Marz adjourned the meeting at 10:19 a.m.

Respectfully submitted,

Date Approved: April 13, 2021

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Silvia Perez  
Executive Assistant to the Board

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John Marz  
Chair



March 10, 2021

Las Vegas Convention and Visitors Authority

Subject: Board Meeting ... Few Items for consideration

A) Introduction of Drones into Las Vegas Transportation mix

Past CES's in Las Vegas have included displays of Passenger carrying drones. Single Seat, Double Seat, and multi-seated. Some self-piloted and some controlled from "somewhere"

I read that there are over 175 companies working on these types of drones., in the world, One large player is Uber

These types of aircraft are grouped into a category called E-VTOF (Electric Vertical Take-Off) which includes electric powered helicopters. Some are electric helicopters are already certified by the FAA to carry passengers in the US.

The attached drawing includes a map as to why Las Vegas would be prime for early certification by the FAA for passenger carrying drones in Clark County. Each red dot borders BLM land, thus cutting the flight risk of people and property. If nothing else a drone factory or dealer could be setup on the outskirts of the city, and rides would be offered over BLM land. Any emergency would offer minimal risk to land being there is not any combustible fuel on board.

FAA might look kindly for passenger carrying drones to fly from the SE Corner of this campus to the NW Corner of said Campus. Over Campus property. Not to compete with Tesla Trunnels. \, the ride in tunnels is planned to be free to conventioners. A short ride via drone from one corner to the other of the campus, could be 100 to 200 dollars.

Eventually I envision Mayor Lee finishing a meeting and his Staff has already ordered a drone that is waiting on his front lawn. A quick ride to Apex. When ready a drone comes back and picks him for lunch Mayor of Mesquite, then a quick trip to visit new Amazon properties in NLV, then back to front of North Las Vegas City Hall

B) Does LVCVA own a big data base of past visitors? Haas there ever been consideration of a mass social media event in Las Vegas.

C) How long would each of you put up with torn up street Infront of your home with orange cones

Thank you,

Daniel Braisted

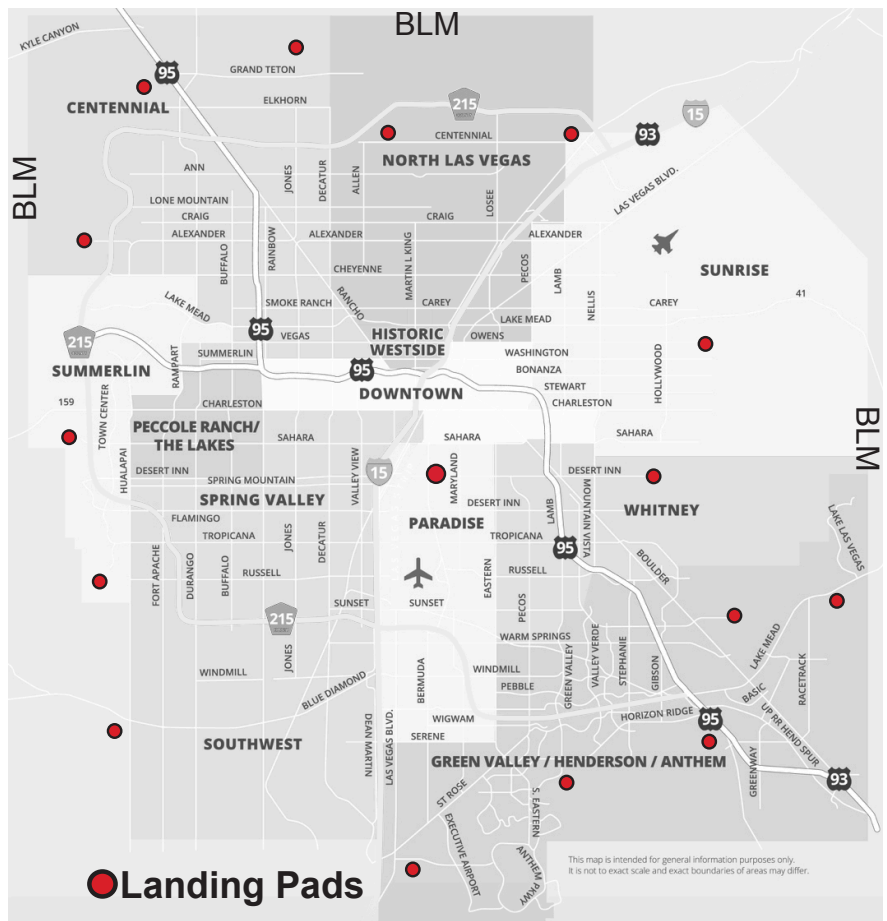
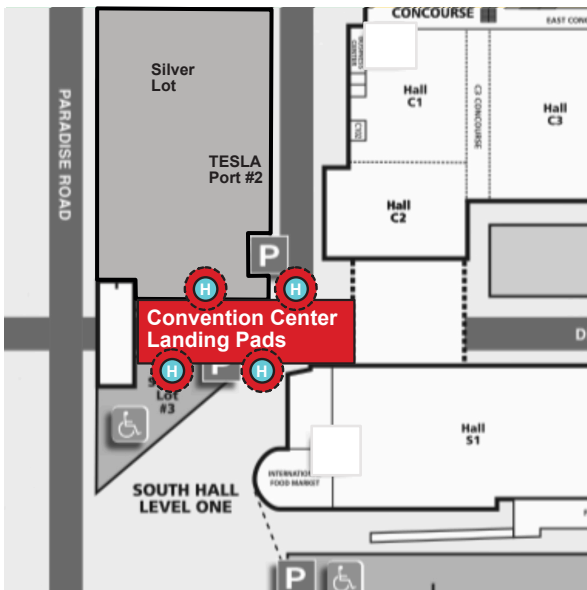
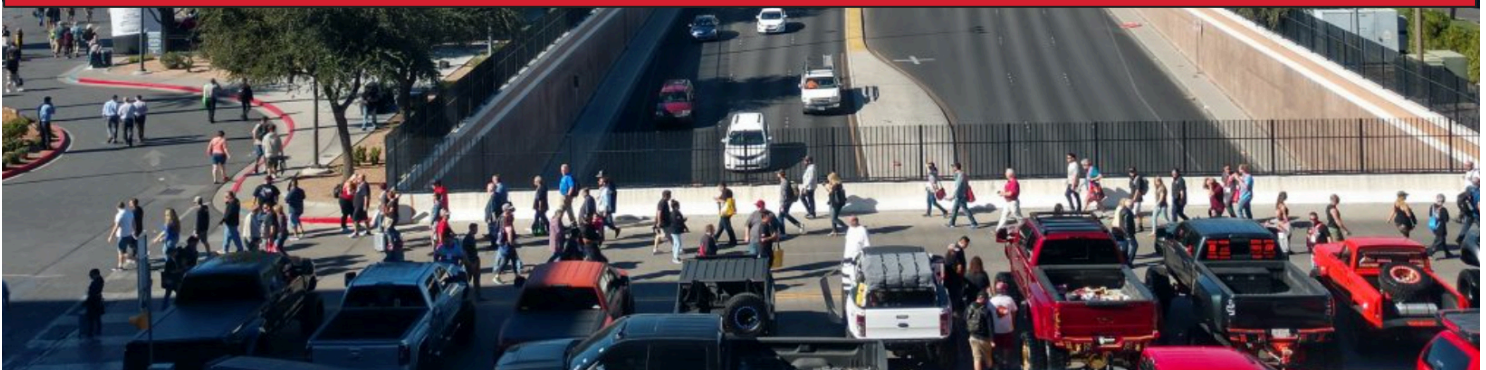
Resident



# E-Copter Taxi Service Concept



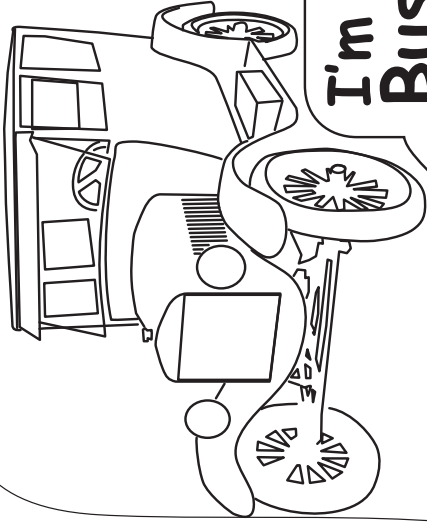
Convention Center Landing Pads



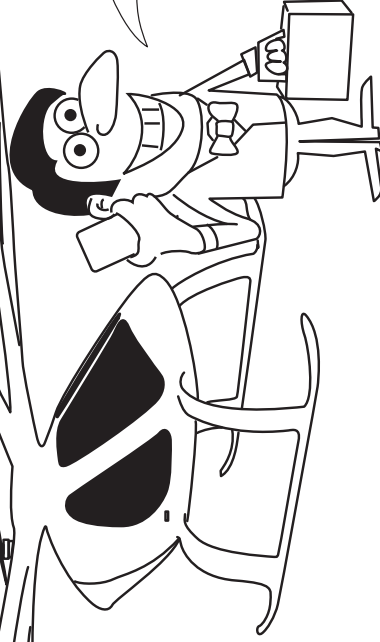
# You Should Be Here!

CONVENTION CENTER

Las Vegas



I'm Too  
Busy  
Making  
Deliveries!





**From:** [Rick Shaw](#)  
**To:** [Silvia Perez](#)  
**Subject:** RE: Posted Agenda Book - March 9, 2021 Regular Meeting of the Board of Directors  
**Date:** Monday, March 8, 2021 7:20:29 AM  
**Attachments:** [image014.png](#)

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Thank you Silvia—

It does not look like I will be able to make the meeting in person, so I would like to submit/ask a couple related questions.

In the Proposed Project Plan (link below), I reviewed the results of the survey regarding 15 Risk Areas.

Safety and Security was ranked 4<sup>th</sup> according to a 4.1 average, but Safety and Security was **NOT listed** in the Proposed Project Topics chart/list.

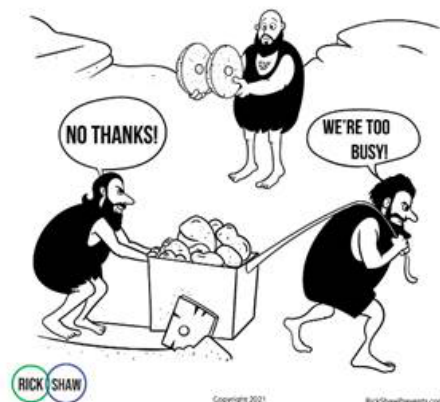
[Las Vegas convention center and visitors authority proposed project plan \(simpleviewcms.com\)](#)

Q1 - Based on huge costs, reputation damages, mounting safety concerns of visitors, and other impacts of the **1 October Massacre**, and based a long and growing list of violence related incidents (fights, shootings, stabbings, murders, attacks on employees, human trafficking, gangs, and more) taking place on the Las Vegas Strip in 2020 and continuing into 2021, why would safety and security of visitors, employees, locals, and law enforcement **NOT** be on the list of Project Topics?

Q2 - And based on the fact that the law enforcement surge is not sustainable (Sheriff Lombardo dialed back on January 27, 2021), and not sustainable by hotels, conferences, and casinos, and not the message Las Vegas wants to send to visitors, how can I request a meeting to propose a Project Topic on Safety and Security that is outside the box, research-based, evidence-based, proven to be successful in the real world, and focused on **proactively preventing incidents, attacks, and tragedies before they occur**? This is a significant opportunity to make prevention and safety a key differentiator for Las Vegas.

I have been researching failed preventions for 20+ years, I was the first to identify the profile of failed preventions, and I wrote **The First Preventers Playbook** that was released in October 2020 that explains how the First Preventers Model (preventing incidents) is critically needed to complement First Responders and Security (reacting to incidents) to help make Las Vegas a destination where visitors, employees, sports fans, and locals will feel safe. **Safety and the First Preventers Model** is the common thread that will make Las Vegas recover faster and maintain competitive advantages over other destinations.

I look forward to helping and answering any questions/responses from the LVCVA Board and please let me know who I can connect with to explain this **new Model** for the new world and new challenges we all face due to Covid-19 and rising numbers of at-risk individuals who can attack at any moment like we saw with Nashville. The recent attack/murder of retired law enforcement person on the Las Vegas Strip by an at-risk individual who had multiple reported indicators, **but no First Preventers to intervene and prevent escalation**, is another tragic event that was preventable with First Preventers Model since First Responders cannot respond until there is a crime, and that is too late.



Rick Shaw

Founder | CDO | Prevention Expert

Author of [The First Preventers Playbook](#)

402 – 730 – 0090

[Connect on LinkedIn](#)

**Connecting the Dots Blog**

<http://awareity.com/blog/>

The information in this electronic mail is intended for the named recipients only. It may contain privileged and confidential matter. If you have received this electronic mail in error, please notify the sender immediately by replying to this electronic mail or by contacting me directly at 402.730.0090. We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. Thank you.

---

**From:** Silvia Perez <[sperez@lvcva.com](mailto:sperez@lvcva.com)>

**Sent:** Saturday, March 6, 2021 6:31 PM

**To:** Rick Shaw <[rick.shaw@awareity.com](mailto:rick.shaw@awareity.com)>

**Subject:** Re: Posted Agenda Book - March 9, 2021 Regular Meeting of the Board of Directors

Hi, the meeting starts at 9 a.m.

You can either call the number on the agenda and comment during the public comment portion, or submit your written comment to me via email before Monday 3/8 at 5 p.m.

The meeting is open to the public as well, in case you wish to attend in person.

---

**From:** Rick Shaw <[rick.shaw@awareity.com](mailto:rick.shaw@awareity.com)>

**Sent:** Saturday, March 6, 2021 6:03:21 PM

**To:** Silvia Perez <[sperez@lvcva.com](mailto:sperez@lvcva.com)>

**Subject:** RE: Posted Agenda Book - March 9, 2021 Regular Meeting of the Board of Directors

Hi Silvia—

What time does the meeting start?

If we have questions, do we have to be on the call or can they be submitted prior to the meeting?

Thank you!

Rick Shaw  
Prevention Expert  
Author of [The First Preventers Playbook](#)  
402 – 730 – 0090  
[Connect on LinkedIn](#)

**“The people who are crazy enough to think they can change the world are the ones who do.”**

— Steve Jobs



**Connecting the Dots Blog**

<http://awareity.com/blog/>

The information in this electronic mail is intended for the named recipients only. It may contain privileged and confidential matter. If you have received this electronic mail in error, please notify the sender immediately by replying to this electronic mail or by contacting me directly at 402.730.0090. We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness. Thank you.

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**From:** Silvia Perez <[sperez@lvcva.com](mailto:sperez@lvcva.com)>  
**Sent:** Wednesday, March 3, 2021 6:22 PM  
**To:** Silvia Perez <[sperez@lvcva.com](mailto:sperez@lvcva.com)>  
**Subject:** Posted Agenda Book - March 9, 2021 Regular Meeting of the Board of Directors

Good afternoon,

Below is the link to the LVCVA website where you will find the posted Agenda Book for the **March 9, 2021 Regular Meeting of the Board of Directors**. This meeting will be conducted in conformance 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.

<https://www.lvcva.com/who-we-are/meetings-and-minutes/board-of-directors-agenda/>

PLEASE NOTE THIS IS AN IN-PERSON MEETING, WITH THE OPTION TO DIAL IN. IN ACCORDANCE WITH THE GOVERNOR’S GUIDELINES ON GROUP GATHERINGS, IN-PERSON ATTENDANCE AT THIS MEETING WILL BE LIMITED. THE PUBLIC IS ENCOURAGED TO ATTEND THE MEETING TELEPHONICALLY. Parking information is attached for those wishing to attend in person. For those dialing in, please see below tips.

- The line is typically opened 20 minutes prior to the meeting start time. Before this time, the caller will get a notice that their “entry is not valid or the meeting has not started yet”. Please dial in at least 5 minutes prior to the start of the meeting, but no earlier than 20 minutes before the meeting start time.
- Ensure callers are using the correct access code number. It is different for each meeting.

- If a caller is having technical support issues using the WebEx service, they may want to try calling from a different telephone.
- Depending on the caller's phone, it sometimes helps if they enter the access code digits slowly with pauses in between each digit.

Caller Instructions:

1. Call WebEx at 1-408-418-9388
2. Caller will hear, *"Welcome to WebEx. Enter your access code or meeting number followed by pound."*
3. The posted 10 digit access code number should be entered. (Example: 123 456 7890 #)
4. Caller will hear, *"Enter your attendee ID number followed by pound. If you do not know your attendee number, press pound to continue."*
5. Public callers are not issued attendee ID numbers, so callers should enter no digits and just press # to continue.
6. Caller will hear a single "beep" and then typically music on hold up until right before the meeting starts.

Please feel free to reach out, should you have any questions.

**SILVIA PEREZ**

**Executive Assistant to the Board | Board Office**

[sperez@lvcva.com](mailto:sperez@lvcva.com) | [vCard](#)

T: [702-892-0711](tel:702-892-0711) | [Direct: 702-892-2802](tel:702-892-2802)

Las Vegas Convention and Visitors Authority

3150 Paradise Road, Las Vegas NV 89109


[VisitLasVegas.com](http://VisitLasVegas.com) | [VegasMeansBusiness.com](http://VegasMeansBusiness.com) | [LVCVA.com](http://LVCVA.com)



# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	APRIL 13, 2021	<b>ITEM NO. 1</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING	<small>DocuSigned by:</small>  <small>527845EA779748C...</small>
<b>SUBJECT:</b>	LAS VEGAS BOWL SPONSORSHIP AGREEMENT	

#### **RECOMMENDATION**

That the Board of Directors consider the following as they relate to a Sponsorship Agreement with ESPN Productions for the 2021-2025 Las Vegas Bowls: 1) Approving an expenditure of \$8,488,000; and 2) Authorizing the Chief Executive Officer (CEO)/President to execute the contract documents.

For possible action.

#### **FISCAL IMPACT**

FY 2022: \$1,600,000 Expenditure  
 FY 2023: \$1,680,000 Expenditure  
 FY 2024: \$1,680,000 Expenditure  
 FY 2025: \$1,764,000 Expenditure  
 FY 2026: \$1,764,000 Expenditure

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

Las Vegas Bowl is a multi-day series of events culminating with the Las Vegas Bowl game that features the Pac-12 versus the Big Ten and SEC conferences. The Big Ten will be represented in the odd years of the agreement - 2021, 2023, and 2025 - and the SEC will be represented in the even years of the agreement - 2022 and 2024. The Las Vegas Bowl games will take place at Allegiant Stadium between December 26 and December 30 of each year of the Sponsorship Agreement, and will be broadcast on ESPN or ABC. The 2019 event, played at Sam Boyd Stadium, attracted more than 21,000 visitors, generating nearly \$23.2 million in estimated economic impact.

The Sponsorship Agreement will provide benefits to the LVCVA that include: branding opportunities within Las Vegas Bowl advertising; commercial/advertising televised units; and signage and event exposure.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>APRIL 13, 2021</b>	<b>ITEM NO. 2</b>
<b>TO:</b>	<b>BOARD OF DIRECTORS</b>	
<b>FROM:</b>	<b>H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING</b>	DocuSigned by: <i>H Fletch Brunelle</i> 527945EA779748C...
<b>SUBJECT:</b>	<b>CONCACAF GOLD CUP FINALS SPONSORSHIP AGREEMENT LAS VEGAS, NEVADA – AUGUST 1, 2021</b>	

#### **RECOMMENDATION**

That the Board of Directors consider the following as they relate to a Sponsorship Agreement with Soccer United Marketing, LLC, for the the Confederation of North, Central America and Caribbean Association Football (Concacaf) Gold Cup Finals event on August 1, 2021: 1) Approving an expenditure of \$475,000; and 2) Authorizing the Chief Executive Officer (CEO)/President to execute the contract documents.

For possible action.

#### **FISCAL IMPACT**

FY 2022: \$475,000 Expenditure

<b>BOARD ACTION:</b>	
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*Steve Hill*  
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

Concacaf is one of the six continental confederations of Fédération Internationale de Football Association (FIFA) servicing 41 Member Associations, from Canada in the north to Guyana, Suriname and French Guiana in the south. The Concacaf Gold Cup soccer tournament features men's national teams from North America, Central America, and the Caribbean. The tournament is held every two years and determines the continental champion. The 16<sup>th</sup> edition of the tournament will culminate with the finals being held at Allegiant Stadium on August 1, 2021. The Gold Cup Finals will be broadcast on Fox Sports and Univision.


The Sponsorship Agreement will provide the LVCVA with advertising and marketing opportunities before, during, and after the Gold Cup Finals Event.



# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	APRIL 13, 2021	<b>ITEM NO. 3</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	STEVE HILL CEO/PRESIDENT	<small>DocuSigned by:</small>  <small>A6348F0DE947422...</small>
<b>SUBJECT:</b>	COMPENSATION COMMITTEE REPORT AND RECOMMENDATIONS	

#### **RECOMMENDATION**

The Compensation Committee met on April 8, 2021 to discuss Items A-C. The Compensation Committee Chair will present a report to the Board of Directors.

**The Compensation Committee Chair will present a report and give the Committee's recommendations, if any, to the Board of Directors.**

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

The proposed modification of the Collective Bargaining Agreement with the SEIU will be presented to the Board as a separate Public Hearing action item on this agenda.

Item B. Establishments of an Executive Level Position

That the Board consider approving 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.

For possible action.

Item C. Compensation Committee Charter Review

That the Board consider approving proposed changes to the Compensation Committee Charter as recommended by the Compensation Committee.

For possible action.

#### **FISCAL IMPACT**

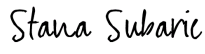
**ITEMS A-C**

None

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	APRIL 8, 2021	<b>ITEM B</b>
<b>TO:</b>	COMPENSATION COMMITTEE	
<b>FROM:</b>	STANA SUBARIC, SENIOR VICE PRESIDENT OF PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>EE7B94B8E344EE...</small>
<b>SUBJECT:</b>	ESTABLISHMENT OF AN EXECUTIVE LEVEL POSITION	

## RECOMMENDATION

That the Compensation 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.

For possible action.

## FISCAL IMPACT

None

<b>COMMITTEE ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

## PURPOSE AND BACKGROUND

The Compensation Committee Charter provides that the Committee shall review and recommend for Board approval title changes, salary and bonus ranges of executive officers or "E" level positions.

The Las Vegas Convention and Visitors Authority (LVCVA) Leadership Team has identified an organizational need for a Guest Experience leadership position and recommends the creation of an executive "E" level position of Vice President of Guest Experience .

Las Vegas Convention and Visitors Authority Compensation Committee Meeting Agenda  
Documentation

Meeting Date: April 8, 2021

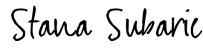
Subject: Establishment of an Executive Level Position

The Vice President of Guest Experience will perform the following essential duties:

- Bring expert-level strategy and innovation to elevate all aspects of the customer experience delivered at the LVCC;
- Provide leadership and support to the Convention Services and Destination Services teams;
- Build partner relationships (Centerplate, Cox, FedEx, AmEx) to ensure the highest standard of service for guests and customers;
- Establish strong relationships with tradeshow clients, general contractors, and vendors, as a critical component to building satisfaction, loyalty, and brand preference to the destination.
- Pursue new initiatives/innovations/technologies/processes that contribute to an overall elevated customer experience.

The position will be paid a range consistent with the approved salary range for E-1 positions, \$130,000 - \$185,000.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	APRIL 8, 2021	<b>ITEM C</b>
<b>TO:</b>	COMPENSATION COMMITTEE	
<b>FROM:</b>	STANA SUBARIC, SENIOR VICE PRESIDENT PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>EE7B94BBE3444EE...</small>
<b>SUBJECT:</b>	COMPENSATION COMMITTEE CHARTER REVIEW	

## RECOMMENDATION

That the Compensation 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.

For possible action.

## FISCAL IMPACT

None

<b>COMMITTEE ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

## PURPOSE AND BACKGROUND

On February 13, 2018, the Compensation Committee adopted a Charter outlining its organization and responsibilities. The Charter requires that the Committee annually review and reassess the Charter, and recommend to the LVCVA Board of Directors any changes to the Charter.

Staff requests that the Committee approve the attached modifications to the Committee's Charter for recommendation to the Board.

# **LAS VEGAS CONVENTION AND VISITORS AUTHORITY**

## **COMPENSATION COMMITTEE CHARTER**

### **I. Purpose**

The Las Vegas Convention and Visitors Authority ("LVCVA") Compensation Committee ("Committee") is a special committee of the Board of Directors. As set forth below, the Committee has the authority to recommend to the Board of Directors the compensation of the LVCVA's CEO and General Counsel, any modifications that the Committee may deem necessary or advisable related to compensation philosophy, and the executive and union compensation programs, and such other duties as the Board shall delegate.

The Committee reviews and approves goals and objectives relevant to the CEO's and General Counsel's compensation, evaluates their performance in light of such goals and objectives, and either as a committee or together with the other independent directors recommends their compensation to the Board for approval based upon such evaluation. The Committee decides how to conduct its evaluation, which may change from time to time. In performing its evaluation, it may use published forms and procedures. The Committee may also hire and use consultants of varied disciplines to assist in the evaluation.

### **II. Organization**

1. *Charter.* At least annually, this charter shall be reviewed and reassessed by the Committee and any proposed changes shall be submitted to the Board of Directors for approval.
2. *Members.* The Chair of the Board shall appoint the members of the Committee. The Board must ratify any such appointment. The Committee shall be comprised of at least three (3) members. The Board of Directors may change committee members. The Chair of the Board of Directors shall also designate

a Committee Chair or the Committee can nominate and appoint the Chair of the Committee.

3. *Meetings.* In order to discharge its responsibilities, the Committee shall meet annually. Additional meetings may be scheduled at the call of the Chair as required.
4. *Agenda, Minutes and Reports.* The CEO shall be responsible for establishing the agendas for meetings of the Committee. An agenda, together with materials relating to the subject matter of each meeting, shall be sent to members of the Committee prior to each meeting. Minutes for all meetings of the Committee shall be prepared to document the Committee's discharge of its responsibilities. The Committee shall make reports to the Board of Directors and seek Board approval for the Committee's recommendations.

### **III. Responsibilities**

The following shall be the principal responsibilities of the Committee:

1. *Compensation Philosophy and Program.* In consultation with the CEO, the Committee shall recommend to the Board for approval the LVCVA's general compensation philosophy, and oversee the development and implementation of executive compensation programs. The Committee shall review on a periodic basis the LVCVA's executive compensation programs and recommend to the Board any modifications that the Committee may deem necessary or advisable.
2. *CEO's and General Counsel's Compensation.* The Committee shall annually review and recommend for Board approval the LVCVA's goals and objectives relevant to the compensation of the CEO and General Counsel and shall evaluate the performance of the CEO and General Counsel in light of overall performance, including goals and objectives. Based on such evaluation, the Committee shall recommend to the Board for approval the compensation (including base salary, incentive compensation and benefits) of the CEO and General Counsel.



3. *Officer Compensation and Special Awards.* Annually, the Committee shall also review and recommend for Board approval title changes, salary and bonus ranges of executive officers or “E” level positions who report to the Chief Executive Officer. The Committee shall review annually management's policy related to rewards and recognition, including but not limited to, service awards and retirement gifts and make change recommendations to the Board.
4. *Benefit Plans and Union Contracts.* The Committee shall review and recommend for Board approval the terms of the LVCVA's non-salary benefit plans and review and recommend for Board approval all union contracts.
5. *Committee Performance Evaluation.* The Committee shall evaluate its own performance on an annual basis.
6. *Access to Consultants.* The Committee shall have the resources and authority to discharge its duties and responsibilities as described herein.
7. *Delegation.* Committee may delegate any of its responsibilities to a subcommittee comprised of one or more members of the Committee, the Board or members of management.
8. *Other Duties.* The Committee shall also carry out such other duties as may be delegated to it by the Board of Directors from time to time.

...

#### IV. Adoption

The above and foregoing consisting of four (4) pages, including this page, were duly and regularly adopted as the Las Vegas Convention and Visitors Authority Compensation Committee Charter this \_\_\_\_\_ day of \_\_\_\_\_, 2021~~9~~.

\_\_\_\_\_  
Chair  
Compensation Committee

The above and foregoing consisting of four (4) pages, including this page, were duly and regularly adopted as the Las Vegas Convention and Visitors Authority Compensation Committee Charter this \_\_\_\_\_ day of \_\_\_\_\_, 2021~~9~~.

\_\_\_\_\_  
Chair  
LVCVA Board of Directors

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	APRIL 13, 2021	<b>ITEM NO. 4</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	STANA SUBARIC, SENIOR VICE PRESIDENT OF PEOPLE & CULTURE	DocuSigned by: <i>Stana Subaric</i> EE7B94BEE3424EE
<b>SUBJECT:</b>	PUBLIC HEARING ON THE PROPOSED MEMORANDUM OF AGREEMENT MODIFYING THE COLLECTIVE BARGAINING AGREEMENT 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 a proposed modification to the Collective Bargaining Agreement (CBA) between the Las Vegas Convention and Visitors Authority (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 (MOA) between the LVCVA and SEIU to complete the CBA modification.

For possible action.

#### **FISCAL IMPACT**

None.

<b>BOARD ACTION:</b>	
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DocuSigned by:  
*Steve Hill*  
46328F0DE927222  
**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 Collective Bargaining Agreements (CBAs) or similar agreement between the local government employer and employee organizations during a public hearing.

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

Meeting Date: April 13, 2021

Subject: Public Hearing on the Proposed Memorandum of Agreement Modifying  
the Collective Bargaining Agreement with Service Employees  
International Union (SEIU) Local 1107

Per Article 6, Section 6.4 of the CBA between the LVCVA and SEIU, the parties agreed to negotiate Across-the-Board Increases in base wage rates, grades, and steps, for the upcoming fourth year of the contract, before July 5, 2021.

In January 2021, the LVCVA and SEIU engaged in negotiations and agreed, pending approval by the Board, for the LVCVA, and approval by its membership, for the SEIU, there will be no Across-the-Board increase in base wage and no change in wage grades and steps (Modification), for the fourth year of the CBA.

The Compensation Committee reviewed the proposed Modification which, if approved by the Board, shall be effective July 11, 2021, through June 30, 2022. Prior to July 5, 2022, the LVCVA and SEIU will negotiate the amount of the Across-the-Board Increase, and any increases to grades and steps, for the fifth and final year of the current CBA.

## Memorandum of Agreement

### Article 6 Across the Board Increases

The Las Vegas Convention & Visitors Authority & Service Employees International Union Local 1107 have agreed to the following in Article 6, Section 6.4 of the current Collective Bargaining Agreement:

#### 6.1 – First Year of the Contract

Effective July 1, 2018 (the first day of the first pay period in July), all employees will receive a 2.2% across-the-board increase in base wage rates. Simultaneously, all grades and steps will be increased 2.2% to reflect the increase granted.

#### 6.2 – Second Year of the Contract

Effective July 14, 2019 (the first day of the first pay period in July), all employees will receive a 2.8% across-the-board increase in base wage rates. Simultaneously, all grades and steps will be increased 2.8% to reflect the increase granted.

#### 6.3 – Third Year of the Contract

Effective July 12, 2020 (the first day of the first pay period in July), all employees will receive a 2.8% across-the-board increase in base wage rates. Simultaneously, all grades and steps will be increased 2.8% to reflect the increase granted.

#### 6.4 – Fourth Year of the Contract

~~The Authority and Union shall negotiate the amount of this increase prior to July 5, 2021.~~

There will be no across the board increase in base wage rates and no change in wage grades and steps.

#### 6.5 – Fifth Year of the Contract

The Authority and Union shall negotiate the amount of this increase prior to July 5, 2022.

Las Vegas Convention and Visitors Authority

SEIU Local 1107

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

# 2021 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



## JANUARY

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## FEBRUARY

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## MARCH

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## APRIL

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## JUNE

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## JULY

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## AUGUST

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## SEPTEMBER

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## OCTOBER

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31						

## NOVEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## DECEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- Regular meetings of the Las Vegas Convention and Visitors Authority (LVCVA) Board of Directors (Board) are scheduled for the second Tuesday of each month at 9 a.m., or at the call of the chair.
- All Board meetings of the LVCVA are open to the general public.
- Per NRS 354.596(4): The public hearing on the tentative budget must be held by the governing body not sooner than the third Monday in May and not later than the last day in May.
- Agendas and approved minutes of the Board meetings are posted on the LVCVA website at: [www.lvcva.com/agenda](http://www.lvcva.com/agenda).
- Most meetings are held at the Las Vegas Convention Center in the Board Room at 3150 Paradise Road, Las Vegas, Nevada 89109. Locations of meetings are subject to change.

## Regular Meetings

JANUARY	12	MAY	11	SEPTEMBER	14
FEBRUARY	09	JUNE	08	OCTOBER	12
MARCH	09	JULY	13	NOVEMBER	09
APRIL	06	AUGUST	10	DECEMBER	14

## Committee Meetings/Other

AUDIT COMMITTEE MEETING – FEBRUARY 4  
 MARKETING COMMITTEE MEETING – MARCH 1  
 COMPENSATION COMMITTEE MEETING – APRIL 8  
 MARKETING COMMITTEE MEETING – MAY 17  
 PUBLIC HEARING ON THE BUDGET – MAY 26





## Committees of the LVCVA Board of Directors

### AUDIT COMMITTEE

Mayor Kiernan McManus, Chair  
Commissioner Michael Naft, Vice Chair  
Councilwoman Pamela Goynes-Brown  
Ms. Mary Beth Sewald  
Mr. Steve Thompson  
Councilman Brian Wursten

### COMPENSATION COMMITTEE

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

### POLICY COMMITTEE

Ms. Jan Jones Blackhurst, *Chair*  
Councilwoman Pamela Goynes-Brown, Vice Chair  
Mayor Carolyn Goodman  
Mayor Kiernan McManus  
Mr. Anton Nikodemus

### LVCVA REPRESENTATIVES ON THE LAS VEGAS EVENTS BOARD OF DIRECTORS

Commissioner Jim Gibson  
Mayor Carolyn Goodman

### LVCCD COMMITTEE

Commissioner Jim Gibson, Chair  
Mr. Anton Nikodemus, Vice Chair  
Mayor Carolyn Goodman  
Ms. Jan Jones Blackhurst  
Councilman John Marz  
Commissioner Michael Naft  
Mr. Steve Thompson

### MARKETING COMMITTEE

Councilman John Marz, Chair  
Mr. Anton Nikodemus, Vice Chair  
Mr. Scott DeAngelo  
Councilwoman Pamela Goynes-Brown  
Ms. Jan Jones Blackhurst  
Ms. Mary Beth Sewald  
Ms. Marilyn Spiegel