

2022



REGULAR MEETING OF THE

# Board of Directors

Tuesday, June 14, 2022  
Las Vegas Convention Center

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



## Board of Directors

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



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



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



**SCOTT DEANGELO**  
*Treasurer*  
*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



**BRIAN GULLBRANTS**  
President  
Wynn Resorts 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, JUNE 14, 2022**  
**9:00 A.M.**

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

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**BOARD OF DIRECTORS:**

**Councilman John Marz, Chair**  
**Mr. Anton Nikodemus, Vice Chair**  
**Commissioner Jim Gibson, Secretary**  
**Mr. Scott DeAngelo, Treasurer**  
Councilwoman Michele Fiore  
Mayor Carolyn Goodman  
Councilwoman Pamela Goynes-Brown

Mr. Brian Gullbrants  
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:

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

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 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:

- May 10, 2022 Regular Meeting of the Board
- May 23, 2022 Public Hearing on the Budget

For possible action.

## **BOARD NOMINATIONS**

Pursuant to Chapter 244A of the Nevada Revised Statutes (NRS), the following nominees have been submitted by the Vegas Chamber and the Nevada Resort Association (NRA) for the term of July 1, 2022 – June 30, 2024.

***In accordance with NRS 244A.603(1)(g), only public sector Board Members may vote to appoint the nominees:***

From the Vegas Chamber:

Scott DeAngelo – Allegiant Travel Company .....NRS 244A.603(1)(g)(1)

From the Nevada Resort Association:

Steve Thompson – Boyd Gaming Corporation.....NRS 244A.603(1)(g)(2)

For possible action.

***Oath of Office will be administered to the newly appointed Members of the Board.***

## **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. International Marketing Representative Office Contracts**

That the Board consider authorizing the Chief Executive Officer (CEO)/President to execute one-year international marketing office agreements, effective July 1, 2022 through June 30, 2023, with two optional one-year extensions, as follows (with any residual unexpended balances from the contract authorizations to revert to available general funds):

- 1) Reach Global (Canada): \$1,860,000
- 2) Ad Nova Comunicación Estratégica (Mexico): \$1,890,000
- 3) Hills Balfour (United Kingdom): \$3,000,000
- 4) AVIAREPS Tourism (Germany): \$1,460,000

For possible action.

#### **2. Las Vegas Events Promotion Agreement – July 1, 2022 - June 30, 2023**

That the Board consider: 1) Authorizing the CEO/President to execute an Events Promotion Agreement with Las Vegas Events, Inc. (LVE) for fiscal year (FY) 2023 in the amount of \$6,528,275; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

3. **Las Vegas Events Update**

Las Vegas Events (LVE) will present the Board with a comprehensive recap of its activities during the third and fourth quarters of FY 2022 and it will preview its planned FY 2023 first and second quarter activities.

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

**OPERATIONS DIVISION**

4. **Soccer United Marketing Sponsorship Agreement – Las Vegas, Nevada - July 16, 2022**

That the Board consider: 1) Authorizing the CEO/President to execute a Sponsorship Agreement with Soccer United Marketing, LLC, in the amount of \$425,000, for an international soccer match to take place between Chelsea FC and Club America at Allegiant Stadium on July 16, 2022; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

5. **Anschutz Entertainment Group Sponsorship Agreement - Las Vegas, Nevada – July 2022**

That the Board consider: 1) Authorizing the CEO/President to execute a Sponsorship Agreement with Anschutz Entertainment Group in the amount of \$750,000, for two international soccer matches to be held at Allegiant Stadium - in July 2022; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

6. **UFI – The Global Association of the Exhibition Industry 90<sup>TH</sup> UFI CONGRESS**

That the Board consider: 1) Authorizing the CEO/President to execute all necessary contracts, in the amount of \$760,000, for the LVCVA to host the 90<sup>th</sup> UFI Global Congress which will take place November 1-4, 2023, at the Aria Resort & Casino; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

**COMMITTEES**

7. **Las Vegas Convention Center District (LVCCD) Committee Report**

The LVCCD Committee met jointly with the Oversight Panel for Convention Facilities in Clark County on May 11, 2022, to discuss item A. The LVCCD Committee Chair will present a report to the Board of Directors.

**Item A. Las Vegas Convention Center District Revised Phase Three Renovation Plan**

Las Vegas Convention and Visitors Authority (LVCVA) staff will present an update on the Las Vegas Convention Center District Phase Three Renovation project.

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



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8. **Compensation Committee Report and Recommendations**

The Compensation Committee met on June 13, 2022, to discuss items A-D. The Compensation Committee Vice Chair will present a report to the Board of Directors.

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

**Item A. Article 6 Revision 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 the agenda.

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

That the Board consider: 1) Approving changes to the LVCVA's general compensation philosophy; and 2) Approving the salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

For possible action.

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

That the Board consider approving the proposed revisions of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors.

For possible action.

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

That the Board consider approving 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.

For possible action.

**GENERAL GOVERNMENT DIVISION**

9. **Public Hearing on the Proposed Modification of the Collective Bargaining Agreement with Service Employees International Union (SEIU) Local 1107**

That the Board consider, pursuant to NRS 288.153: 1) Conducting a public hearing on the proposed modification to the Collective Bargaining Agreement (CBA) between the LVCVA and SEIU, effective July 10, 2022 to June 30, 2023, providing for an across the board increase in base wages of four percent (4%) and a one time lump sum payment of \$2,250; and 2) Authorizing the CEO/President to execute the CBA modification.

**Conduct a Public Hearing on the proposed modification of the CBA between the LVCVA and SEIU Local 1107**

**Open Public Hearing on the proposed modification of the CBA between the LVCVA and SEIU Local 1107.**

Discussion of proposed modification by any interested person.

**Close Public Hearing on the proposed modification of 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 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 or [sperez@lvcva.com](mailto:sperez@lvcva.com)

Members of the Board may participate in this meeting via telephone conference call.

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 at 3150 Paradise Road, Las Vegas, NV 89109 or by contacting Silvia Perez at 702-892-2802 or [sperez@lvcva.com](mailto:sperez@lvcva.com)

**MINUTES**  
**Regular Meeting of the Board of Directors**  
**May 10, 2022**





## Regular Meeting of the Board of Directors May 10, 2022 Minutes

The Regular Meeting of the Board of Directors (Board) of the Las Vegas Convention and Visitors Authority (LVCVA) was held on May 12, 2022 at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. This meeting was properly noticed and posted in accordance with the State of Nevada Executive Department Declaration of Emergency Directives 006 and 044, dated March 22, 2020 and April 19, 2021, respectively.

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### Board of Directors (Board)

*Present unless otherwise noted*

<b>Councilman John Marz, Chair</b>	Mr. Brian Gullbrants
<b>Mr. Anton Nikodemus, Vice Chair</b>	Ms. Jan Jones Blackhurst
<b>Commissioner Jim Gibson, Secretary</b>	Mayor Kiernan McManus
<b>Mr. Scott DeAngelo, Treasurer</b> ..... <i>via phone</i>	Commissioner Michael Naft..... <i>absent</i>
Councilwoman Michele Fiore..... <i>via phone</i>	Ms. Mary Beth Sewald..... <i>via phone</i>
Mayor Carolyn Goodman..... <i>via phone</i>	Mr. Steve Thompson
Councilwoman Pamela Goynes-Brown	Councilman Brian Wursten..... <i>via phone</i>

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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  
Nadine Jones, Senior Vice President of People & Culture

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

Chairman John Marz called the meeting to order at 9:01 a.m.

Caroline Bateman, General Counsel, acknowledged that all Board members were present except for Members Michael Naft and Jan Jones Blackhurst.

The Pledge of Allegiance was performed.

Member Jones Blackhurst entered the meeting at 9:09 a.m.

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

There were no comments on the floor by the public.

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

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

**Secretary Jim Gibson moved, and it was carried by unanimous vote of the voting members, to approve the May 10, 2022, Regular Meeting of the Board of Directors agenda, and to approve the minutes of the April 12, 2022 Regular Meeting of the Board of Directors.**

## **PRESENTATIONS**

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

Brian Yost, Chief Operating Officer, delivered a PowerPoint and video presentation on building updates including the following past and upcoming events at the Las Vegas Convention Center (LVCC): National Association of Broadcasters, WasteExpo, International Council of Shopping Centers, and White Label World Expo.

Mr. Yost and Kate Wik, Chief Marketing Officer, provided a summary of the National Football League (NFL) Draft event in Las Vegas, discussing the following: planning efforts, communication efforts regarding lane closures on Las Vegas Boulevard and transportation options, NFL-hosted community outreach events, media activations, branding, coverage and resulting impressions, and social media efforts.

Mr. Yost thanked LVCVA Staff, Clark County Commission Staff, public safety groups, and the Board for their efforts and support.

Ms. Wik shared a video of television broadcaster Rich Eisen providing thoughts on the 2022 NFL Draft in Las Vegas.

Ms. Wik provided information on the recent Expedia EXPLORE 22 Conference, and its North American Campaign of the Year Award presented to the LVCVA for its recovery efforts, and thanked LVCVA Staff and advertising partners for their efforts.

Lori Nelson-Kraft, Senior Vice President of Communications, described the LVCVA's approach in celebration of the U.S. Travel Association's National Travel and Tourism Week, by thanking visitors for choosing Las Vegas as their travel destination, and thanking Las Vegas's hospitality workforce.

Ms. Nelson-Kraft shared a video providing information on the founding of the LVCVA's News Bureau, a historic collection of Las Vegas images and artifacts. Ms. Nelson-Kraft stated that the LVCVA Archives will reach a milestone of 75 years in existence and provided information on celebrations in honor of that milestone.

Member Carolyn Goodman expressed support for the LVCVA's preservation of the city's history.

Steve Hill, Chief Executive Officer (CEO)/President, thanked the NFL, Las Vegas resort partners, [Clark] County Commission staff, and LVCVA staff for their efforts on the NFL Draft.

Chair Marz indicated that Agenda Item 6 would be moved to follow Agenda Item 4.

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

### **MARKETING DIVISION**

- ITEM 1. **Formula One Sponsorship Agreement - Las Vegas, Nevada – 2023-2025**  
Mr. Hill described Formula 1's business model as it relates to this request, provided details on the agreement including public safety and volunteer provisions, marketing support, and use of convention center space. Mr. Hill acknowledged the magnitude of Formula 1 events and requested that the Board consider authorizing him to execute a three-year Sponsorship Agreement with Liberty Dice, Inc. (Liberty), in an amount not to exceed \$19,500,000, for an annual Formula One Grand Prix race to take place in Clark County, Nevada, in November 2023-2025.

Member Jones Blackhurst provided comments on a recent Formula 1 event that took place in Florida.

Fiscal Impact

FY 2024: \$6,500,000 Expenditure

FY 2025: \$6,500,000 Expenditure

FY 2026: \$6,500,000 Expenditure

**Member Jones Blackhurst moved, and it was carried by unanimous vote of the voting members, to authorize the CEO/President to execute a three-year Sponsorship Agreement with Liberty Dice, Inc. (Liberty), in an amount not to exceed \$19,500,000, for an annual Formula One Grand Prix race to take place in Clark County, Nevada, in November 2023-2025.**

ITEM 2.

**Oracle CloudWorld 2022-2024 – Sponsorship Agreement - Las Vegas, Nevada**

Mr. Hill commented on the LVCVA's recent involvement with citywide corporate events. Fletch Brunelle, Vice President of Marketing, provided history and background on Oracle's CloudWorld event and the proposed agreement, and requested that the Board consider authorizing the CEO/President to execute a three-year Sponsorship Agreement with Oracle Corporation (Oracle), in an amount not to exceed \$945,000, to hold the Oracle CloudWorld conference in Las Vegas in 2022-2024.

Member Jones Blackhurst disclosed that she serves on the Board of Directors for Caesars Entertainment and Item 2 contemplates a sponsorship agreement for an event that will partly take place at Caesars Forum and includes a significant room blocks at Caesars. Member Jones Blackhurst stated that while she did not participate in the negotiation process for the proposed sponsorship agreement, her position on the Board at Caesars Entertainment constitutes a commitment in a private capacity to Caesars interests that requires her to recuse from voting.

Fiscal Impact

FY2023: \$270,000 Expenditure

FY2024: \$360,000 Expenditure

FY2025: \$315,000 Expenditure

**Vice Chair Anton Nikodemus moved, and it was carried by unanimous vote of the voting members with the exception of Member Jones Blackhurst who abstained, to authorize the CEO/President to execute a three-year Sponsorship Agreement with Oracle, in an amount not to exceed \$945,000, to hold the Oracle CloudWorld conference in Las Vegas in 2022-2024.**

**GENERAL GOVERNMENT DIVISION**

ITEM 3.

**Fiscal Year 2023 Preliminary Budget**

Ed Finger, Chief Financial Officer, clarified his intent to combine Agenda Items 3, 4 and 6 into a single conversation. Mr. Finger indicated he would then turn it over to Audit Committee Chair Kiernan McManus for his report on the Audit Committee Agenda Item, and then have the Board take action on Agenda Item 6, to which Chair Marz approved.

Mr. Finger presented the preliminary budget for fiscal year (FY) 2023 to the Board of Directors for its information and review, which included the following: explanation of budget themes and financial framework; transfers inside the organization; debt, capital, and interest transfers; debt payments, operating expenditures and capital expenditures; current actual revenues and expenditures vs. original projections; revenue sources and detailed FY 23 projected revenue budget; detailed expenditures including special event funding and personnel funding; monorail operations and revenue; and debt service coverage and reserves.

Fiscal Impact

FY 2023: Expenditures and transfers out:

General Fund	\$398,055,153
Capital Project Fund	74,928,366
Debt Service Fund	50,566,571
LVCCD Capital Fund	192,874,053
LVCCD Debt Service Fund	38,741,553
OPEB Fund	700,000

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

ITEM 4.

**Quarterly Budget & Statistical Report**

The LVCVA Budget and Statistical Report for the quarter ending March 31, 2022 was presented to the Board for its information and review.

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

**COMMITTEES**

6. **Audit Committee Report and Recommendations**

Mr. Finger described Nevada Revised Statutes' guidelines on budget augmentation, referenced a previous FY 22 budget augmentation approved by the Board, and detailed the movement of unbudgeted resources from the General Fund to the Capital Fund. Audit Committee Chair McManus summarized the May 9<sup>th</sup> Audit Committee Meeting.

Audit Committee Chair McManus presented a report and gave the Committee's recommendation to approve the proposed budget augmentation and the adoption of the associated Resolution 2022-03 to augment the FY 2022 General Fund budget.

Member Nikodemus commented on FY 2023 revenues, to which Mr. Finger referenced the resilience of the destination.

Fiscal Impact

FY 2022 - General Fund:

Increase in budgeted resources:

Higher than anticipated (budgeted) revenues      \$84,712,500

Increase in expenditures and transfers out:

Transfers Out (LVCCD Capital Fund)      \$78,292,521

**Member Jones Blackhurst moved, and it was carried by unanimous vote of the voting members, to approve the proposed budget augmentation and the adoption of the associated Resolution 2022-03 to augment the FY 2022 General Fund budget.**

Mr. Hill commented on an upcoming Compensation Committee meeting and on the LVCVA's future goals, renovation, and its four-year plan.

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**GENERAL GOVERNMENT DIVISION**

5. **Contracts Report**

Ms. Bateman provided the Contracts Report, which serves to notify the Board, pursuant to Board Policies (1.04 and 5.01) and NRS Chapters 332 and 338, of the following: 1) Contractual commitments, change orders, or amendments to contracts executed under the CEO's Signature Authority that exceed \$50,000; 2) Contractual commitments and amendments to contracts related to the Las Vegas Convention Center District (LVCCD) projects as executed under the delegated authority of the CEO/President; and 3) Public Works contracts awarded by the LVCVA.

Fiscal Impact  
TBD

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

**COMMENTS FROM THE FLOOR BY THE PUBLIC**

Daniel Braisted shared observations regarding flooring at the National Hardware Show and encouraged the creation and use of floor tape that doesn't leave a residue. Mr. Braisted encouraged the local Chambers of Commerce to promote licensing conventions as well as other conventions held in Las Vegas.

Mr. Hill welcomed Nadine Jones, Vice President of People & Culture to the LVCVA.

Mr. Jones expressed excitement to be part of the LVCVA.

**ADJOURNMENT**

Chair Marz adjourned the meeting at 10:11 a.m.

Respectfully submitted,

Date Approved: June 14, 2022

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Silvia Perez  
Executive Assistant to the Board

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John Marz  
Chair

**MINUTES**  
**Public Hearing on the Budget**  
**May 23, 2022**





## Public Hearing on the Budget May 23, 2022 Minutes

The Public Hearing on the Budget of the of the Las Vegas Convention and Visitors Authority (LVCVA) was held at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109, on May 23, 2022. This meeting was properly noticed and posted in conformance with the State of Nevada Executive Department Declaration of Emergency Directives 006 and 044, dated March 22, 2020 and April 19, 2021, respectively.

### Board of Directors (Board)

Present telephonically unless otherwise noted

**Councilman John Marz, Chair**  
**Mr. Anton Nikodemus, Vice Chair**  
**Commissioner Jim Gibson, Secretary**  
**Mr. Scott DeAngelo, Treasurer**  
Councilwoman Michele Fiore  
Mayor Carolyn Goodman  
Councilwoman Pamela Goynes-Brown

Mr. Brian Gullbrants  
Ms. Jan Jones Blackhurst  
Mayor Kiernan McManus.....absent  
Commissioner Michael Naft  
Ms. Mary Beth Sewald  
Mr. Steve Thompson  
Councilman Brian Wursten

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  
Nadine Jones, Sr. VP of People & Culture

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

Chairman John Marz called the meeting to order at 10:00 a.m.

Caroline Bateman, General Counsel, acknowledged that all Board members were present telephonically, except for Members Jim Gibson and Kiernan McManus.

Secretary Gibson joined the meeting (telephonically) at 10:02 a.m.

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

There were no comments on the floor by the public.

### **APPROVAL OF AGENDA**

#### **APPROVAL OF THE AGENDA**

**Member Michele Fiore moved, seconded by Member Jan Jones Blackhurst, and it was carried by unanimous vote of the voting members, to approve the May 23, 2022, Public Hearing on the Budget agenda.**

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

### **PUBLIC HEARING ON THE BUDGET**

ITEM 1. **Public Hearing on the Fiscal Year (FY) 2023 Tentative Budget and Possible Adoption of the FY 2023 Final Budget**

Steve Hill, Chief Executive Officer (CEO)/President, outlined the State [of Nevada] budget process requirements.

Ed Finger, Chief Financial Officer, stated that the Budget presented at this meeting was unchanged from the budget that was presented at the May 10, 2022 Regular Meeting of the Board of Directors. Mr. Finger provided detail on the proposed budget, highlighting the following: a return to normal financial activity of the LVCVA; the funding of the Phase Three Convention Center Renovation Project; and individual Fund budgets including General Fund, LVCCD Capital Fund, and Capital Fund. Mr. Finger stated that April 2022 room tax was the highest in the history of Southern Nevada and commented on the predicted increase in convention attendance and steady Las Vegas Monorail ridership in 2023. Mr. Finger detailed expenditures related to the Phase Three Convention Center Renovation Project during FY 23 and provided information on economic reserves in the Capital Fund. Mr. Finger emphasized that the \$1.25M program from the Las Vegas Monorail is forecasted to be funded from fare revenues and not room tax. Mr. Finger requested that the Board consider, pursuant to Nevada Revised Statutes (NRS) 354.596 and 354.598: 1) Conducting a public hearing on the Las Vegas Convention and Visitors Authority's (LVCVA) FY 2023 Tentative Budget; and 2) Adopting the LVCVA's Final Budget for FY 2023.

**Chair Marz opened the Public Hearing on the Fiscal Year 2023 Budget**

That the Board conduct a public hearing on the LVCVA's FY 2023 Tentative Budget.

There was no discussion of the Budget by any interested person.

Member Carolyn Goodman reiterated her original opposition to the People Mover and the expenditure beyond campus movement on the Monorail but noted she would be voting in favor of the Fiscal Year 2023 Budget.

**Chair Marz closed the Public Hearing on the Fiscal Year 2023 Budget**

Secretary Jim Gibson emphasized the importance of prioritizing the LVCVA's budget appropriately to stay competitive with other destinations.

**Secretary Gibson moved, seconded by Member Mary Beth Sewald, and it was carried by unanimous vote of the voting members to adopt the LVCVA's Final Budget for FY 2022.**

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

There were no comments from the floor by the public.

## **ADJOURNMENT**

Chair Marz adjourned the meeting at 10:11 a.m.

Respectfully submitted,

Date Approved: June 14, 2022


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Silvia Perez  
Executive Assistant to the Board

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John Marz  
Chair

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<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>1ED05A07D2D34D9...</small>
<b>SUBJECT:</b>	INTERNATIONAL MARKETING REPRESENTATIVE OFFICE CONTRACTS	

#### **RECOMMENDATION**

That the Board of Directors consider authorizing the Chief Executive Officer (CEO)/President to execute one-year international marketing office agreements, effective July 1, 2022 through June 30, 2023, with two optional one-year extensions, as follows (with any residual unexpended balances from the contract authorizations to revert to available general funds):

- 1) Reach Global (Canada): \$1,860,000
- 2) Ad Nova Comunicación Estratégica (Mexico): \$1,890,000
- 3) Hills Balfour (United Kingdom): \$3,000,000
- 4) AVIAREPS Tourism (Germany): \$1,460,000

For possible action.

#### **FISCAL IMPACT**

FY 2023: \$2,600,000 Expenditure  
FY 2024: \$2,740,000 Expenditure  
FY 2025: \$2,870,000 Expenditure

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

#### **PURPOSE AND BACKGROUND**

In 2008, the Las Vegas Convention and Visitors Authority (LVCVA) implemented a comprehensive international initiative that provided strategy, direction, and resources to drive visitors to Las Vegas from outside the United States. In 2019, the last full year pre-pandemic, Las Vegas reached 5.6 million international visitors.

Las Vegas Convention and Visitors Authority Board of Directors Meeting  
 Agenda Documentation  
 Meeting Date: June 14, 2022  
 Subject: International Marketing Representative Office Contracts

The LVCVA had marketing agreements in place through April 2020 with representative companies on five continents. These international offices represented the LVCVA globally, providing market intelligence, sales and marketing services, trade show representation, public relations, digital marketing, and website support to reach the international leisure and business traveler. These international offices were directly managed and supervised by the LVCVA Global Sales team within the Marketing Division. Due to the impact of the COVID-19 pandemic on international travel, the marketing agreements were terminated in April of 2020.

In February 2022, the LVCVA reengaged its prior international offices in Canada, Mexico, United Kingdom, and Germany to begin recovery efforts of visitation to our core four markets with direct air service to the destination. As we move into FY 2023, Staff seeks approval to execute agreements in the markets below in our ongoing efforts to stimulate international visitation recovery.

Location	Primary Market	Company	Total Contract Value		
			FY 2023	FY 2024	FY 2025
Toronto	Canada	Reach Global	\$590,000	\$620,000	\$650,000
Mexico City	Mexico	Ad Nova Comunicación Estratégica	\$600,000	\$630,000	\$660,000
London	United Kingdom	Hills Balfour	\$950,000	\$1,000,000	\$1,050,000
Munich	Germany	AVIAREPS Tourism	\$460,000	\$490,000	\$510,000
Total			\$2,600,000	\$2,740,000	\$2,870,000

While the list of required administrative tasks is generally consistent from office to office, the total contract values vary in each country based on key factors including:

- Support of direct and non-stop air service to Las Vegas;
- Visitor volume to the United States and the opportunity to maximize and grow Las Vegas' global market share;
- Scope of services required for each country (Leisure Sales, Trade Public Relations, and Consumer Public Relations).


Marketing expenditures include destination familiarization tours (FAMS), Sales/Trade Missions, Air Service Development promotion, education, and customer entertainment.

The LVCVA marketing staff evaluates activity of each office based on a set of Key Performance Indicators (KPIs) supporting the destination in the respective primary markets of the international representative offices.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<b>ITEM NO. 2</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING	<small>DocuSigned by:</small>  <small>1ED68A67D2D34D9...</small>
<b>SUBJECT:</b>	LAS VEGAS EVENTS PROMOTION AGREEMENT JULY 1, 2022 – JUNE 30, 2023	

#### **RECOMMENDATION**

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute an Events Promotion Agreement with Las Vegas Events, Inc. (LVE) for fiscal year (FY) 2023 in the amount of \$6,528,275; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2023: \$6,528,275 Expenditure

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

#### **PURPOSE AND BACKGROUND**


The proposed FY 23 Events Promotion Agreement with LVE, a non-profit Nevada corporation, enables LVE to promote special events within Clark County, and authorizes the Las Vegas Convention and Visitors Authority (LVCVA) to provide funding for certain special events and other expenses.

The destination capitalizes on special events to drive visitor volume and media exposure, extend television and other media coverage, and provide co-sponsorship and branding for Las Vegas and outlying areas. Mesquite and Laughlin utilize these special events as part of their branding campaigns as well.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<b>ITEM NO. 3</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING	<small>DocuSigned by:</small>  <small>1ED6BA67D2D34D9...</small>
<b>SUBJECT:</b>	LAS VEGAS EVENTS UPDATE	

#### **RECOMMENDATION**

Las Vegas Events (LVE) will present the Board with a comprehensive recap of its activities during the third and fourth quarters of fiscal year (FY) 2022 and it will preview its planned FY 2023 first and second quarter activities.

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

#### **FISCAL IMPACT**

None

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

#### **PURPOSE AND BACKGROUND**


LVE will present its report to the LVCVA Board of Directors, recapping third and fourth quarter activities of FY 2022 and outlining activities for the first and second quarter of FY 2023. The report will summarize the impact of LVE's various events and include details regarding attendance, room nights generated, and additional activities associated with the events.



# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<b>ITEM NO. 4</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330F4A7...</small>
<b>SUBJECT:</b>	SOCCER UNITED MARKETING SPONSORSHIP AGREEMENT LAS VEGAS, NEVADA – JULY 16, 2022	

#### **RECOMMENDATION**

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute a Sponsorship Agreement with Soccer United Marketing, LLC, in the amount of \$425,000, for an international soccer match to take place between Chelsea FC and Club America at Allegiant Stadium on July 16, 2022; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2023: \$425,000 Expenditure

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

#### **PURPOSE AND BACKGROUND**

Soccer United Marketing will produce an international soccer match featuring Mexico's most popular and successful team, Club America, against the current World and European Champions, Chelsea FC, at Allegiant Stadium on July 16, 2022. The match is expected to attract more than 46,000 out-of-town visitors and generate nearly \$69.1 million in estimated economic impact. The Sponsorship Agreement will provide the Las Vegas Convention and Visitors Authority with advertising, marketing and hospitality opportunities before, during, and after the event.

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

<b>MEETING DATE:</b>	<b>JUNE 14, 2022</b>	<b>ITEM NO. 5</b>
<b>TO:</b>	<b>BOARD OF DIRECTORS</b>	
<b>FROM:</b>	<b>BRIAN YOST CHIEF OPERATING OFFICER</b>	DocuSigned by: <i>Brian Yost</i> 9EB6A1EA330F4A7...
<b>SUBJECT:</b>	<b>ANSCHUTZ ENTERTAINMENT GROUP SPONSORSHIP AGREEMENT LAS VEGAS, NEVADA – JULY 2022</b>	

## RECOMMENDATION

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute a Sponsorship Agreement with Anschutz Entertainment Group in the amount of \$750,000, for two international soccer matches to be held at Allegiant Stadium - in July 2022; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

## FISCAL IMPACT

FY 2023: \$750,000 Expenditure

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

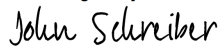
## PURPOSE AND BACKGROUND

Anschutz Entertainment Group, will produce two international soccer matches at Allegiant Stadium. July 2022 matches are expected to attract more than 90,000 out-of-town visitors and generate nearly \$137.7 million in estimated economic impact to the destination. The proposed Sponsorship Agreement will provide the Las Vegas Convention and Visitors Authority with advertising, marketing, and hospitality opportunities before, during, and after the matches.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<b>ITEM NO. 6</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	JOHN SCHREIBER VICE PRESIDENT BUSINESS	<small>DocuSigned by:</small>  <small>515A9D33E30E481...</small>
<b>SUBJECT:</b>	UFI – THE GLOBAL ASSOCIATION OF THE EXHIBITION INDUSTRY 90 <sup>TH</sup> UFI CONGRESS	

#### **RECOMMENDATION**

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute all necessary contracts, in the amount of \$760,000, for the Las Vegas Convention and Visitors Authority (LVCVA) to host the 90<sup>th</sup> UFI Global Congress which will take place November 1-4, 2023, at the Aria Resort & Casino; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2024:        \$765,000 Expenditure  
                      (\$350,000) Anticipated Sponsorship Contributions  
                      \$415,000 Total Anticipated LVCVA Net Expenditure

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

#### **PURPOSE AND BACKGROUND**

UFI, the global association of leading tradeshow organizers and major national and international exhibition associations and their partners, boasts over 820 members in 86 countries, and represents all sectors of the exhibition industry. In 2022, the UFI Board of Directors awarded Las Vegas the host destination for UFI's largest event, the Global Congress. This is the first time in UFI's long and storied history that this event will be held in the United States. The Global Congress is the ideal platform for members to gain insight into the current trends and challenges that the exhibition industry is currently facing.

Las Vegas Convention and Visitors Authority Board of Directors Meeting  
 Agenda Documentation  
 Meeting Date: June 14, 2022  
 Subject: UFI – The Global Association of the Exhibition Industry  
 90<sup>th</sup> UFI Congress

In 2019, the 87<sup>th</sup> UFI Global Congress in Bangkok, Thailand, attracted over 490 trade show organizers and suppliers from 48 countries.

Current UFI members are some of the destinations' largest trade show organizers including:

- Informa Markets
- Clarion Events
- Tarsus Group
- Emerald Exhibitions
- RX Global
- ComeXposium
- IMEX Group
- Consumer Technology Association

The LVCVA Host Agreement obligations include: the president's reception; congress reception and dinner, including venue and entertainment; ground transportation and logistics; conference registration staff and signage; general session logistics; production, audio visual and attendee WiFi; photographer and video processing; sponsor booth construction; and post-conference destination tours. Staff anticipates sponsorships from industry suppliers, resort stakeholders, and the local hospitality community will help in underwriting an estimated \$350,000 in expenses.

**Expenditures:**

General Session A/V/Production/WiFi	\$ 350,000
President's Reception F&B	20,000
Congress Dinner F&B/Production/Entertainment	175,000
Post Event City Tours	100,000
Sponsors Booth Construction	60,000
Photographer/Registration Staff/Working Staff	40,000
Transportation	20,000

Sub-Total Anticipated Event Cost	\$ 765,000
Anticipated Sponsorship Revenue	(\$ 350,000)

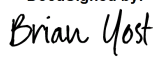
Total Anticipated LVCVA Net Expenditure	\$ 415,000
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This proposed expenditure will be planned for in the FY 2024 budget.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<b>ITEM NO. 7</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330F4A7...</small>
<b>SUBJECT:</b>	LVCCD COMMITTEE REPORT	

#### **RECOMMENDATION**

The Las Vegas Convention Center District (LVCCD) Committee met jointly with the Oversight Panel for Convention Facilities in Clark County on May 11, 2022, to discuss item A. The LVCCD Committee Chair will present a report to the Board of Directors.

#### **Item A. Las Vegas Convention Center District Revised Phase Three Renovation Plan**

Las Vegas Convention and Visitors Authority (LVCVA) staff will present an update on the Las Vegas Convention Center District Phase Three Renovation project.

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

#### **FISCAL IMPACT**

None

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

#### **PURPOSE AND BACKGROUND**

The Las Vegas Convention Center District (LVCCD) Plan was produced in 2017 and created the three phase blueprint for the development of the Las Vegas Convention Center District:

**Phase One** Riviera Hotel Acquisition, Demolition/Site Improvements (Completed February 2017)

**Phase Two** Expansion of the Las Vegas Convention Center (LVCC) (Completed December 2020)

**Phase Three** Renovation of the existing Las Vegas Convention Center (North, Central and South Halls)

Las Vegas Convention and Visitors Authority Board of Directors Meeting  
Agenda Documentation  
Meeting Date: June 14, 2022  
Subject: LVCCD Committee Report

## **HISTORICAL TIMELINE**

### **2016**

SB1 enacted, in part, to help fund the LVCCD Phase Two Expansion and the Phase Three Renovation projects, establishes the Oversight Panel for Convention Facilities in Clark County (Oversight Panel).

### **2017**

Phase One was completed in February 2017 (funded by the LVCVA prior to the enactment of SB1).

Oversight Panel and the LVCVA Board of Directors approved the LVCCD Plan for the expansion and renovation of the Las Vegas Convention Center.

Both bodies also approved the specific plan and bond issuance for the Phase Two Expansion project.

SB1 funding for the LVCCD Plan was approved in the amount of \$1.475B.

### **2019**

Oversight Panel, the LVCCD Committee and the LVCVA Board of Directors approved the Plan and bond issuance for the Phase Three Renovation project.

LVCVA project team proceeded with the development of the renovation project.

### **2020**

Phase Three project suspended due to COVID impact.

Phase Two expansion completed.

### **2021**

Phase Three design restarted, with project scope, schedule and budget revised

The LVCVA project team will present an overview of the revised Phase Three Renovation plan and solicit feedback from the LVCCD Committee and the Oversight Panel. After processing feedback, the project team will submit a revised Phase Three Renovation plan for consideration and approval.



# JOINT MEETING OF THE LAS VEGAS CONVENTION CENTER DISTRICT COMMITTEE AND THE OVERSIGHT PANEL FOR CONVENTION FACILITIES IN CLARK COUNTY AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>MAY 11, 2022</b>	<b>ITEM A</b>
<b>TO:</b>	<b>LAS VEGAS CONVENTION CENTER DISTRICT COMMITTEE AND OVERSIGHT PANEL FOR CONVENTION FACILITIES IN CLARK COUNTY</b>	
<b>FROM:</b>	<b>BRIAN YOST CHIEF OPERATING OFFICER</b>	DocuSigned by: <i>Brian Yost</i> 9EB0ATEA330F4A7...
<b>SUBJECT:</b>	<b>LAS VEGAS CONVENTION CENTER DISTRICT REVISED PHASE THREE RENOVATION PLAN</b>	

## RECOMMENDATION

Las Vegas Convention and Visitors Authority (LVCVA) staff will present an update on the Las Vegas Convention Center District Phase Three Renovation project.

This is an information item and does not require Committee or Oversight Panel action.

## FISCAL IMPACT

None

<b>COMMITTEE ACTION:</b>	<b>PRESENTED</b>	DocuSigned by: <i>Steve Hill</i> A0348F0DE947422...
<b>PANEL ACTION:</b>	<b>PRESENTED</b>	<b>STEVE HILL</b> <b>CEO/PRESIDENT</b>

## PURPOSE AND BACKGROUND

The Las Vegas Convention Center District (LVCCD) Plan was produced in 2017 and created the blueprint for the development of the Las Vegas Convention Center District.

The Plan identified an overall program for three phases of LVCCD development:

**Phase One** Riviera Hotel Acquisition, Demolition/Site Improvements (Completed February 2017)

**Phase Two** Expansion of the Las Vegas Convention Center (LVCC) (Completed December 2020)

**Phase Three** Renovation of the existing Las Vegas Convention Center (North, Central and South Halls)

Joint Meeting of the  
Las Vegas Convention Center District Committee and the  
Oversight Panel for Convention Facilities in Clark County  
Agenda Documentation  
Meeting Date: May 11, 2022  
Subject: Las Vegas Convention Center District Revised Phase Three Renovation  
Plan

Upon conclusion of the 30<sup>th</sup> (2016) Special Session of the Nevada Legislature, Senate Bill No.1 (SB1) was enacted, in part, to help fund the LVCCD Phase Two Expansion and the Phase Three Renovation projects. Phase One was completed in January 2017 and was funded by the LVCVA prior to the enactment of SB1.

SB1 also established the Oversight Panel for Convention Facilities in Clark County (Oversight Panel). The Oversight Panel is tasked with review and approval of the specific plan(s) for the LVCCD project, and the bond issuances for project's funding.

#### Phase Two Expansion

In May of 2017, the Oversight Panel, the LVCCD Committee and the LVCVA Board of Directors approved the LVCCD Plan for the expansion and renovation of the Las Vegas Convention Center. Additionally, the SB1 funding for the LVCCD Plan was approved in the amount of \$1.475B.

In a separate consideration, all three public bodies approved the specific plan and bond issuance for the Phase Two Expansion project. The LVCVA project team proceeded with the development of the Phase Two Expansion project and completed the project in December 2020.

#### Phase Three Renovation

In April of 2019 the Oversight Panel, the LVCCD Committee and the LVCVA Board of Directors approved the Plan and bond issuance for the Phase Three Renovation project. Subsequently, the LVCVA project team proceeded with the development of the Phase Three Renovation project.

In March of 2020, due to the negative impact of the COVID-19 pandemic on the financial capacity of the LVCVA to proceed, the decision was made to indefinitely suspend the Phase Three Renovation project.

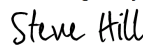
In the fall of 2021, with the return of trade show customers to the LVCC and their expressed requests for the renovation of the existing LVCC facilities, as well as the LVCVA's improvement in financial ability, LVCVA Staff made the decision to resume the development of the Phase Three Renovation project. The LVCVA project team evaluated the key elements of the Phase Three Plan to re-establish the scope of the renovation project. Additionally, the team developed a revised schedule and projected cost for construction of the Phase Three project.

The LVCVA project team will present an overview of the revised Phase Three Renovation plan and solicit feedback from the LVCCD Committee and the Oversight Panel. After processing feedback, the project team will submit a revised Phase Three Renovation plan for consideration and approval.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>JUNE 14, 2022</b>	<b>ITEM NO. 8</b>
<b>TO:</b>	<b>BOARD OF DIRECTORS</b>	
<b>FROM:</b>	<b>STEVE HILL CEO/PRESIDENT</b>	<div style="border: 1px solid black; padding: 2px;"> <small>DocuSigned by:</small>    <small>A0348F0DE947422...</small> </div>
<b>SUBJECT:</b>	<b>COMPENSATION COMMITTEE REPORT AND RECOMMENDATIONS</b>	

#### **RECOMMENDATION**

The Compensation Committee met on June 13, 2022, to discuss items A-D. The Compensation Committee Vice Chair will present a report to the Board of Directors.

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

#### **Item A. Article 6 Revision 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 the agenda.

#### **Item B. Compensation Philosophy and Executive Class Review**

That the Board consider: 1) Approving changes to the LVCVA's general compensation philosophy; and 2) Approving the salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.

For possible action.

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

That the Board consider approving the annual review of the Las Vegas Convention and Visitors Authority's (LVCVA) Rewards and Recognition Policy providing special awards for ambassadors.

For possible action.

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

That the Board consider approving a Parental Leave Policy effective June 1, 2022, providing Ambassadors time away from work for parental responsibilities related to the birth of a newborn child, adoption, or pregnancy-related causes, when other State or Federal leave is not available.

For possible action.

Las Vegas Convention and Visitors Authority Board of Directors Meeting  
Agenda Documentation  
Meeting Date: June 14, 2022  
Subject: Compensation Committee Report and Recommendations

**FISCAL IMPACT****ITEM A**

FY 2023: \$1.3 million Expenditure

**ITEM B**

FY 2023: None

**ITEM C**

FY 2023: \$150,000 Expenditure

**ITEM D**

FY 2023: \$15,000 Expenditure

<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>	JUNE 13, 2022	<b>ITEM B</b>
<b>TO:</b>	COMPENSATION COMMITTEE	
<b>FROM:</b>	ED FINGER CHIEF FINANCIAL OFFICER	<div style="border: 1px solid black; padding: 2px;"> <small>DocuSigned by:</small>    <small>93337CA3F6364C0...</small> </div>
<b>SUBJECT:</b>	COMPENSATION PHILOSOPHY AND EXECUTIVE CLASS REVIEW	

## **RECOMMENDATION**

That the Compensation 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.

For possible action.

## **FISCAL IMPACT**

FY 2023: None

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

## **PURPOSE AND BACKGROUND**

The Compensation Committee's Charter (Charter) requires that the Committee review and recommend to the Board for approval the LVCVA's general compensation philosophy. The Charter also requires that the Committee annually review, and recommend to the Board for approval, title changes and salary and bonus ranges of executive level positions directly reporting to the CEO/President.

The LVCVA's compensation philosophy and executive pay and bonus ranges were last approved by the Board during its July 14, 2020, meeting. The proposed modifications to the compensation philosophy and the executive level salary and bonus ranges are attached for the Committee's review and recommendation of approval to the Board.



POLICY NO.	DATE	SUPERSEDES POLICY DATED	OFFICE OF PRIMARY RESPONSIBILITY (OPR)
PP- 8	<del>7/202006/</del> <u>2022</u>	<del>4/200607/2020</del>	People & <del>Possibilities</del> <u>Culture</u>
<b>COMPENSATION PHILOSOPHY</b>			

The Las Vegas Convention and Visitors Authority (Authority) seeks to provide a salary and benefits structure that is competitive with the markets in which we compete and recruit, allowing the organization to attract, retain, motivate, and reward ~~highly skilled~~highly skilled and talented ambassadors to successfully accomplish its mission.

The ambassador compensation program is designed to meet key objectives:

## I. OBJECTIVES

### A. Attract and Retain Talent

Create a competitive compensation package to attract qualified talent for the organization and achieve organizational retention goals for greater productivity and lower turnover costs.

### B. Reward Performance

Provide reward through performance-based salary advancement and incentives, with extraordinary performance further rewarded at a level that recognizes the value of the ambassador to the Authority.

### C. Be Equitable

Ensure all compensation is structured and delivered free from ~~inappropriate~~ bias or discrimination. Similar jobs will be paid equitably across the organization.

### D. Align with LVCVA Culture

Seek to align rewards with a performance-oriented work culture to enhance service, accountability and ~~ethical behavior~~integrity while having fun, performing individual and team responsibilities.

### E. Be Transparent

Maximize ambassador understanding of all reward elements of the total compensation package through regular communication.

## II. COMPETITIVE SET AND TARGET MARKETS

The Authority will target the market median, or 50<sup>th</sup> percentile, for base salary comparisons for all relevant industry and labor markets. When there is elevated competition for particular talent, the Authority may pay above the 50<sup>th</sup> percentile to attract such talent.

### A. Target Industry

Each division and job family will be benchmarked to the appropriate, targeted industry for salary comparisons to competitively pay, price jobs and create pay ranges. The target labor market may include destination marketing organizations, convention centers, hospitality, and other public agencies, ~~with~~ with which the Authority competes for ambassadors.

For executive positions approved by the Compensation Committee and Board:

- ~~The~~ Marketing and Sales positions will be compared to hospitality, and ~~direct destination~~ destination marketing organizations ~~and convention center~~ benchmarks.





- ~~Operations and administrative positions will be compared to destination marketing organization and local public sector benchmarks. positions will be compared to hospitality, destination marketing organizations, convention center and local public sector benchmarks.~~
- ~~Administration positions (legal, finance, human resources, etc.,) will be compared to local public sector compensation data.~~

#### B. Pay Ranges

Pay range minimums and maximums will be established from survey results using a mid-point as reference. Positions will be placed within the ranges based on a combination of internal and external value. The organizational compensation goal is an organizational compa-ratio of 1.0, measured by ambassador pay divided by 50<sup>th</sup> percentiles. All pay ranges will be reviewed periodically and adjusted when appropriate.

#### C. Hiring

The Authority will typically utilize the minimum to the midpoint of the pay range when making pay decisions for new hires but may hire within the entire pay range. Candidate qualifications will determine placement in the range. ~~The more qualified an individual candidate is, the higher in the range the pay rate will be.~~

### III. **PAY FOR PERFORMANCE**

Pay for performance is an integral part of the overall Performance Management Program. The Authority will annually establish an appropriate level of performance incentive to motivate and reward ambassadors, based on financial ability and market conditions.

An annual Performance Appraisal System will be used constructively to promote, create and maintain an environment that supports, demonstrates and enhances the mission, goals and the value statement of the organization.

Salary advancement and incentive bonuses will be based on achievement of results, in accordance to the values of the organization.

#### A. Base Salary

Minimum performance standards must be met to receive an increase to base salary. The percentage of potential increase will be based upon market (competitive wage growth) and financial conditions.

#### B. Incentive Pay

Incentive pay is tied to individual results. All eligible ambassadors will have the opportunity to be rewarded based upon performance and achievement of their goals. ~~Please see the appendix for specific rewards by pay classification and title.~~

### IV. **Benefits**

The Authority will provide value to the total compensation package through a robust benefit package for health and financial wellness. Total compensation will include:

- Health, life and disability plans;
- Participation in the Nevada Public Employee Retirement System (PERS) with 100% employer-paid contributions as required by Nevada Revised Statutes (NRS) Chapter 286;
- Deferred compensation 457b savings program (employee only);
- Wellness initiatives to include Employee Assistance Programs (EAP), annual flu shots, etc.

## Appendix — Incentive Pay

### Classification

Classification	Incentive Bonus Range
<b>Executive Class</b>	-
President & Chief Executive Officer	0% — 40%
Chief Marketing Officer	0% — 30%
All Other Executives	0% — 20%
<b>Management Class</b>	-
Management	0% — 12%
Director of Regional Sales	0% — 20%
Director of National Accounts	0% — 20%
National Sales Manager	0% — 20%
<b>Professional Class</b>	-
Professional	0% — 6%






## Executive Salary and Bonus Ranges

Grade	Title	Min	Mid	Max	Bonus Range
E-5	Chief Executive Officer/President	\$378,000	\$453,000	\$529,000	0% - 40%
E-4	Chief Marketing Officer Chief Sales Officer	\$259,000	\$311,000	\$363,000	0% - 30%
E-3	Chief Financial Officer Chief Operating Officer General Counsel	\$187,000	\$224,000	\$262,000	0% - 20%
E-2	SVP Communications	\$159,000	\$191,000	\$223,000	0% - 20%

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

<b>MEETING DATE:</b>	JUNE 13, 2022	<b>ITEM C</b>
<b>TO:</b>	COMPENSATION COMMITTEE	
<b>FROM:</b>	NADINE JONES, SENIOR VICE PRESIDENT OF PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>C78D8D754DAE4AE...</small>
<b>SUBJECT:</b>	REVIEW OF THE LVCVA'S REWARDS AND RECOGNITION POLICY	

## **RECOMMENDATION**

That the Compensation Committee consider conducting its annual review of the Las Vegas Convention and Visitors Authority's (LVCVA) Rewards and Recognition Policy providing special awards for ambassadors and recommending approval of the proposed revisions to the Board.

For possible action.

## **FISCAL IMPACT**

FY 2023: \$150,000 Expenditure

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

## **PURPOSE AND BACKGROUND**

Pursuant to the Compensation Committee Charter, the Committee is charged with annually reviewing the LVCVA's policy related to rewards and recognition and recommending any changes to the policy to the Board.

Staff requests the Committee's approval of the attached policy for recommendation to the Board.



# AUTHORITY MANUAL

<b>POLICY TITLE</b>	Rewards and Recognition Policy
<b>ORIGINATION DATE</b>	September 11, 2018
<b>REVISION DATE</b>	June <del>22, 2020</del> 13/2022

## PURPOSE

~~To~~The purpose of this policy is to ensure ~~"The workers who make it all work"~~our ambassadors feel valued and acknowledged for their service to the organization and understand their job is imperative to the success of the LVCVA. Rewards and recognition are a part of our culture, as is excellent customer service, and at the LVCVA, we are proud to demonstrate our commitment. ~~Our goal to~~The LVCVA's efforts increase ambassador engagement and fosters synergy and ownership assisting the LVCVA in realizing our objectives.

## POLICY

The LVCVA will acknowledge and reward our ambassadors through formal and informal methods as follows:

- Express, on a daily basis, gratitude to one another by saying thank you
- Publicly acknowledge superior performance, service and attitude
- Establish programs designed to honor achievement and further our culture and goals
- Establish a total reward structure to include equitable, competitive compensation and incentives

## METHODS OF REWARD AND RECOGNITION

**Service Awards:** An annual celebration honoring tenured ambassadors with management ~~and Board of Directors~~ in attendance.

- Ambassadors will receive a pin, commemorative certificate and service award.
- Service Awards in increments of 5 years:
  - 5-year award valued up to \$150
  - 10-year award valued up to ~~\$200~~\$250
  - 15-year award valued up to \$350
  - 20-year award valued up to \$450
  - 25-year award valued up to \$550
  - 30-year award valued up to \$650
  - 35-year award valued up to \$850
  - 40-year award valued up to \$1000

**~~Authority Champion~~Ambassador of The Quarter:** A recognition program that is focused around performance and the LVCVA core values. Ambassadors are recognized for exceeding expectations and going above & beyond in demonstrating LVCVA core values. Recognized ambassadors receive:

- A Recognition ~~A~~award – the type of award will vary but not to exceed approved budget resources
- Commemorative certificate


**Customer Service Excellence:** A Las Vegas Metro Chamber of Commerce program designed to recognize valuable ambassadors who make a difference in the everyday work environment. All ambassadors who receive an ~~Authority Champion~~Ambassador of The Quarter nomination are invited to attend a quarterly event with the Chamber. ~~In addition, the ambassador and~~ will receive a certificate, pin and photo at the event.

**Hospitality Hero:** This recognition event is in conjunction with National Travel and Tourism week. Ambassadors are nominated by the LVCVA. In addition, the ambassador is recognized at a board meeting, receiving a plaque and certificate followed by an ambassador celebration.

**Commemoration of Special Events:** On occasion, all ambassadors may be provided with branded apparel or other branded items to commemorate a special event or organizational achievement.

**\*\*All recognition and rewards are subject to fiscal year budget parameters.\*\***

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

<b>MEETING DATE:</b>	JUNE 13, 2022	<b>ITEM D</b>
<b>TO:</b>	COMPENSATION COMMITTEE	
<b>FROM:</b>	NADINE JONES, SENIOR VICE PRESIDENT OF PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>C76D6D754DAE4AE...</small>
<b>SUBJECT:</b>	REVIEW AND APPROVAL OF THE LVCVA'S PARENTAL LEAVE POLICY	

## **RECOMMENDATION**

That the Compensation Committee consider recommending 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.

For possible action.

## **FISCAL IMPACT**

FY 2023: \$15,000 Expenditure

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

## **PURPOSE AND BACKGROUND**

The Compensation Committee (Committee) Charter requires that the Committee review and recommend for Board approval the terms of the LVCVA's non-salary benefit plans.

Staff requests the Committee's approval of the attached policy for recommendation to the Board.





POLICY NO.	DATE	SUPERSEDES POLICY DATED	OFFICE OF PRIMARY RESPONSIBILITY (OPR)
HR-12	6/1/2022	N/A	People and Culture
Title: PARENTAL LEAVE POLICY			

## I. PURPOSE

To establish a leave of absence ("Parental Leave") option for Ambassadors who become parents, either through birth or adoption, but do not qualify for time away from work under the Family Medical Leave Act (FMLA)

## II. SCOPE

The Parental Leave Policy applies to all Ambassadors upon hire.

## III. OVERVIEW

- A. Parental Leave provides time away from work for Ambassadors who give birth or adopt a child, or Ambassadors who welcome a child with their spouses and domestic partners, in caring for and bonding with their newborn or newly adopted child.
- B. Parental Leave will be granted for up to twelve (12) weeks (Parental Leave Period) when no other leave option is available to the parent.
- C. The Parental Leave Policy does not provide for paid leave beyond the LVCVA's existing leave programs.
- D. Parental Leave will be used concurrently with FMLA, the Nevada Pregnant Workers Fairness Act, and other legally provided leave programs.
- E. Any questions regarding this Policy must be directed to the LVCVA Benefits team.

## IV. GUIDELINES

- A. Eligibility
  - 1. Parental Leave is available to any Ambassador who gives birth or adopts a child, or to an Ambassador whose spouse or domestic partner gives birth to a child and allows up to a total of twelve (12) weeks of continuous or intermittent leave as outlined in Section IV.B.
  - 2. When requesting Parental Leave, the Ambassador must provide at least a thirty-day (30) notice when feasible.
  - 3. All Parental Leave must be medically certified by a Health Care Provider and provide the estimated leave dates.
  - 4. If a portion of the time away from work can be certified under the FMLA or the Nevada Pregnant Workers Fairness Act, those leave types will run concurrently with Parental Leave.

5. If both parents are Ambassadors of the Authority, each parent will be granted up to twelve (12) weeks of Parental Leave which may be taken continuously or on a reduced or intermittent schedule.
6. No Parental Leave will be granted beyond the Parental Leave Period.

#### B. Time Away from Work

1. The twelve-week period begins on the first day the Ambassador is not available for work, either before or after the birth.
2. All Parental Leave time used for baby bonding may be taken in a continuous block of time or on a reduced or intermittent schedule.
  - a. All reduced or intermittent Parental Leave must be approved by the Ambassador's Department Head and the Director of Employment Records and Benefits.
  - b. All reduced or intermittent Parental Leave must be used within six (6) months from the child's birth date or date of adoption.
  - c. Hourly, non-exempt Ambassadors may take Parental Leave in increments not less than one (1) hour.
  - d. Salaried, exempt Ambassadors may only take Parental Leave in one (1) week increments.
3. The Ambassador must take all accrued Paid Time Off (PTO) and Compensatory Time while on leave. Once paid leave banks are exhausted, the Parental Leave will continue unpaid.
4. All Parental Leave time will be entered into the time and attendance system by the Leave Administrator.
5. An Ambassador on Parental Leave shall not perform any work.
6. All correspondence will be communicated through the Benefits team
7. An Ambassador who takes Parental Leave, excluding Ambassadors who welcome a child with their spouses and domestic partners, must provide a release from the treating physician to return to work.
8. Absent another applicable and qualifying leave, Ambassadors who do not return at the end of their authorized leave will be separated.

#### C. Continuation of Benefits

1. During the period of Parental Leave, group health, dental, vision, and basic life and accidental death insurances will be continued and paid for by the LVCVA according to eligibility rules.
2. All voluntary benefit premiums must be timely reimbursed to the LVCVA to maintain coverage. If there is a lapse in benefit coverage, the Ambassador may reinstate voluntary benefits according to eligibility rules.
3. If the Ambassador or spouse/domestic partner does not meet eligibility for LVCVA benefits, the qualifying period for benefits starts over upon return to work.

## V. VIOLATIONS OF POLICY

All protocols of the Parental Leave Policy are conditions of employment. Failure to provide proper documentation or adhere to the policy may result in disciplinary action, up to and including termination of employment.

<b>AUTHENTICATION:</b>	Approved by Chief Executive Officer	TBD
	Approved by Chief Financial Officer	TBD

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 14, 2022	<b>ITEM NO. 9</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	STEVE HILL CEO/PRESIDENT	DocuSigned by: <i>Steve Hill</i> <small>A6348F0DE947422</small>
<b>SUBJECT:</b>	PUBLIC HEARING ON THE PROPOSED MODIFICATION OF 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 the proposed modification to the Collective Bargaining Agreement (CBA) between the Las Vegas Convention and Visitors Authority (LVCVA) and SEIU, effective July 10, 2022 to June 30, 2023, providing for an across the board increase in base wages of four percent (4%) and a one time lump sum payment of \$2,250; and 2) Authorizing the Chief Executive Officer (CEO)/President to execute the CBA modification.

For possible action.

#### **FISCAL IMPACT**

FY 2023: \$1.3 million Expenditure

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

Article 6, Section 6.5, of the existing collective bargaining agreement (CBA) between the Las Vegas Convention and Visitors Authority (LVCVA) and SEIU requires the negotiation of the fifth year of the CBA, for fiscal year 2023, prior to July 5, 2022. The LVCVA and SEIU reached a tentative agreement providing for a 4% across the board increase in base wage rates and a one-time lump sum payment of \$2,250, which will not be added to employees' base pay.

The Compensation Committee reviewed the proposed modification of the CBA during its June 13, 2022 meeting and will present its recommendation to the Board of Directors.

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

<b>MEETING DATE:</b>	<b>JUNE 13, 2022</b>	<b>ITEM A</b>
<b>TO:</b>	<b>COMPENSATION COMMITTEE</b>	
<b>FROM:</b>	<b>ED FINGER CHIEF FINANCIAL OFFICER</b>	DocuSigned by: 
<b>SUBJECT:</b>	<b>ARTICLE 6 REVISION MODIFYING THE COLLECTIVE BARGAINING AGREEMENT WITH SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1107</b>	

## RECOMMENDATION

That the Compensation Committee consider approving 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.

For possible action.

## FISCAL IMPACT

FY 2023: \$1.3 million Expenditure

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

## PURPOSE AND BACKGROUND

Article 6, Section 6.5, of the existing collective bargaining agreement (CBA) between the Las Vegas Convention and Visitors Authority (LVCVA) and SEIU requires the negotiation of the fifth year of the CBA, for fiscal year 2023, prior to July 5, 2022. The LVCVA and SEIU reached a tentative agreement providing for a 4% across the board increase in base wage rates and a one-time lump sum payment of \$2,250, which will not be added to employees' base pay.

As required by NRS 288.153, the Board of Directors will conduct a public hearing on the proposed modification of the CBA during its June 14, 2022 meeting, and the following attachments for the hearing are provided for the Committee's review:

- A - The modified Article 6 showing the language added to and deleted from the existing CBA; and
- B - The estimated fiscal impact of the tentative agreement.

SEIU membership have ratified the tentative agreement.

## Attachment 1 – Proposed Agreement

### Article 6 (ACROSS THE BOARD INCREASES)

#### 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

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.~~  
**Effective on the later of July 10, 2022 (the first day of the first pay period of July), or the date of ratification of this revised Article 6.5, all employees will receive a 4% across-the-board increase in base wage rates, and a one-time \$2,250 lump sum payment. This lump sum payment shall not be added to the employees' base pay. Simultaneously, all grades and steps will increase by 4% to reflect the increase granted.**

**Attachment 2 - SEIU Local 1107 Contract  
Fiscal Impact Summary**

<b>Article</b>	<b>Article Description</b>	<b>New Benefit or Change in Benefit</b>	<b>Summary of New Benefit or Change in Benefit</b>	<b>Current Contract Cost</b>		<b>Cost Year 1</b>
6	Across-the-Board Increases	Change	4% base wage rate increase	\$13,500,000	\$	540,000
			<i>Related wages (longevity, shift)</i>	1,200,000		48,000
			<i>Related PERS costs</i>	4,373,250		174,930
			<i>Related Medicare costs</i>	213,150		8,526
6	Across-the-Board Increases	New	Lump sum payment	-		540,000
			<i>Related Medicare costs</i>			7,830
<b>Total</b>				<b>\$ 19,286,400</b>	<b>\$</b>	<b>1,319,286</b>

# 2022 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



## JANUARY

S	M	T	W	T	F	S
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## FEBRUARY

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## MARCH

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## APRIL

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## MAY

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## JUNE

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## JULY

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31						

## AUGUST

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## SEPTEMBER

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## OCTOBER

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## NOVEMBER

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## DECEMBER

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- 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	11	May	10	September	13
February	8	June	14	October	11
March	8	July	12	November	8
April	12	August	9	December	13

### COMMITTEE MEETINGS/OTHER

Marketing Committee Meeting – January 24  
 Audit Committee Meeting – May 9  
 Joint Meeting of the LVCCD Committee & Oversight Panel – May 11  
 Public Hearing on the Budget – May 23  
 Compensation Committee Meeting – June 13



## 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

Mr. Anton Nikodemus, 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  
Mr. Brian Gullbrants  
Mayor Kiernan McManus

### 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

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