

2022



Compensation Committee Meeting

Monday, June 13, 2022
Las Vegas Convention Center

www.lvcva.com



Board of Directors



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

COMPENSATION COMMITTEE MEETING

MONDAY, JUNE 13, 2022

1:30 P.M.

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

Compensation Committee:

Mr. Anton Nikodemus, Chair

Ms. Mary Beth Sewald, Vice Chair

Mr. Scott DeAngelo

Councilwoman Michele Fiore

Commissioner Michael Naft

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

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

LVCVA Website: www.lvcva.com/agenda

Nevada Public Notice Website: <https://notice.nv.gov/>

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

AGENDA

OPENING CEREMONIES

Call to Order

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 Committee at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

APPROVAL OF AGENDA AND MINUTES

Approval of the Agenda.

For possible action.

Approval of the Minutes from the July 8, 2021, Compensation Committee Meeting

For possible action.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

- A. **Article 6 Revision Modifying the Collective Bargaining Agreement with Service Employees International Union (SEIU) Local 1107**
That the 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.
- B. **Compensation Philosophy and Executive Class Review**
That the Committee consider approving for recommendation to the Board the following: 1) Changes to the LVCVA's general compensation philosophy; and 2) The salary and bonus ranges of executive officers who report to the Board or the Chief Executive Officer (CEO)/President.
For possible action.
- C. **Review of the LVCVA's Rewards and Recognition Policy**
That the Committee consider conducting its annual review of the LVCVA's Rewards and Recognition Policy providing special awards for ambassadors and recommending approval of the proposed revisions to the Board.
For possible action.
- D. **Review and Approval of the LVCVA's Parental Leave Policy**
That the 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.

SET NEXT MEETING DATE

The next Committee meeting will be at the call of the Chair.

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 Committee 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 Committee'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 Committee 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 Committee'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

Members of the Committee 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

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

MINUTES
Compensation Committee Meeting
July 8, 2021



COMPENSATION COMMITTEE MEETING

July 8, 2021

Minutes

The Compensation Committee Meeting of the Board of Directors of the Las Vegas Convention and Visitors Authority (LVCVA) was held on July 8, 2021, at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. 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.

Compensation Committee Members:

Present unless otherwise noted

Ms. Marilyn Spiegel, Chair

Ms. Mary Beth Sewald, Vice Chair..... phone

Mr. Scott DeAngelo..... phone

Councilwoman Michele Fiore..... phone

Commissioner Michael Naft

LVCVA Executive Staff in Attendance

Steve Hill, CEO/President

Caroline Bateman, General Counsel

Ed Finger, Chief Financial Officer

Lori Nelson-Kraft, Senior Vice President of Communications

Brian Yost, Chief Operating Officer

Kate Wik, Chief Marketing Officer

Stana Subaric, Senior Vice President of People & Culture

OPENING CEREMONIES

Chair Marilyn Spiegel called the meeting to order at 3:32 p.m.

Caroline Bateman, General Counsel, acknowledged there was a quorum of Board members with Chair Spiegel attending in person, and members Scott DeAngelo and Mary Beth Sewald attending telephonically.

FLAG SALUTE The Pledge of Allegiance was performed.

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were no comments from the floor by the public.

APPROVAL OF AGENDA AND MINUTES

APPROVAL OF THE AGENDA AND MINUTES

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

Member Michael Naft joined the meeting in person at 3:35 p.m.

Member Michele Fiore joined the meeting telephonically at 3:42 p.m.

LVCVA STAFF REPORTS AND REQUESTED ACTIONS

ITEM A. CEO/President's Annual Performance Evaluation and Review of Fiscal Year 2022 Goals and Objectives

Steve Hill, Chief Executive Officer (CEO)/President thanked LVCVA staff for its accomplishments and recognized the value of the relationship between the LVCVA and its resort partners.

Mr. Hill summarized fiscal year (FY) 2021 accomplishments highlighting the following: the completion of the Las Vegas Convention Center's (LVCC) West Hall expansion; acquisition and re-opening of the Monorail; opening of the Boring Company's LVCC Loop; significant new LVCC sales; support of virtual conferences; sustainability efforts; COVID-19 pandemic response efforts including marketing communications and changes in messaging to all audiences; air service development; sports and special events development; the advertising and marketing contract RFP process and award; opening of a Telehealth facility at the LVCC; and the launch of the Hospitality Heroes program.

Mr. Hill outlined his FY 22 goals including the following: driving visitation by fueling a strong return of meetings and conventions and by maximizing domestic leisure demand; improving access to the destination by innovating and optimizing transportation solutions; and building a foundation for future success by elevating and expanding the Las Vegas brand.

Mr. Hill requested that the Committee consider: 1) Conducting his annual performance evaluation for fiscal year (FY) 2021; 2) Approving his proposed FY 2022 goals for recommendation to the Board; and 3) Designating a recommendation to the Board regarding his compensation based on overall performance and the accomplishment of the FY 2021 goals.

Vice Chair Sewald commended Mr. Hill and staff for their work during the COVID-19 pandemic and asked if Mr. Hill had a draft strategy plan for I-15 accessibility, to which Mr. Hill indicated he is following Vice Chair's Sewald's lead with I-11, and is happy to share what he has in mind.

Member Naft thanked Mr. Hill for his leadership.

Member Fiore echoed Member Naft's comments.

Chair Spiegel praised Mr. Hill for the completion of the West Hall, accessibility and transportation accomplishments, and efforts for the return of conventions during a "tough time."

Chair Spiegel recommended the inclusion of a room night goal in Mr. Hill's FY 22 goals.

Chair Spiegel asked Committee members if they'd like to address Mr. Hill's potential compensation at this time or wait until after Ms. Bateman has presented.

Member Scott DeAngelo echoed the previous remarks made by Committee members regarding Mr. Hill's efforts during the COVID-19 pandemic and recovery period and requested proper recognition and reward for Mr. Hill and staff.

Chair Spiegel described current challenges in the private sector workforce, and asked what the attrition has been, as well as what the competitive factors are for consideration, to which Stana Subaric, Senior Vice President of People and Culture stated that a comp analysis had been completed with other government agencies, and the findings indicated that there is a range of 2-4.5% base pay increase that is being offered to their employees, and a bonus range of \$1,000 to \$1,500.

Chair Spiegel asked if the bonuses amount applied to management, to which Ms. Subaric confirmed.

Chair Spiegel asked about the attrition factor at the LVCVA, to which Mr. Hill responded it was no more than normal.

Chair Spiegel asked for Mr. Hill's insight on merit/bonus increases for the LVCVA's ambassadors, specifically e-class, to which Mr. Hill replied that merit raises will be between 2-4%, and will not be implemented until September, when all ambassadors return to full-time status.

Chair Spiegel asked if any bonus is being contemplated for LVCVA ambassadors, to which Mr. Hill responded that bonuses are not being contemplated, due to the loss of revenue during the year.

Chair Spiegel clarified that the LVCVA executive team would be at a 3% average merit raise, to which Mr. Hill confirmed.

Member DeAngelo expressed agreement and asked if there is a future time period when bonuses would be considered, to account for the time period where workload was heavy and there was no compensation.

Ms. Subaric confirmed that an evaluation can be done, and something could be presented in the future. Mr. Hill added that it was a decision for the Compensation Committee to make.

Chair Spiegel agreed with Mr. DeAngelo's suggestion and asked if any Committee member had a recommendation for Mr. Hill's increase.

Member Fiore expressed that caution should be exercised due to the ongoing pandemic, however the merit increase should be fair, to which Chair Spiegel agreed.

Member Naft recommended and moved for a 4% merit increase for Mr. Hill

Vice Chair Sewald asked if that increase would be effective immediately and if that would be just for the CEO/President.

Chair Spiegel clarified Mr. Hill's comments that he felt it was inappropriate to receive a merit increase until all ambassadors returned to full-time status in September, and amended the motion for the 4% merit increase for Mr. Hill to begin in conjunction with the return of ambassadors to a full workweek.

Chair Spiegel clarified that the recommendation was without a bonus at this time, with the request that the Committee re-evaluate in approximately six months.

Chair Spiegel summarized the recommendation as follows: "Four percent, no bonus, implemented at the time that the other employees return to full-time employment."

Fiscal Impact
FY 2022: TBD

Chair Spiegel moved, and it was carried by unanimous vote of the voting members to designate a recommendation to the Board of a 4% merit increase for the CEO/President to be implemented at the time that other employees return to full-time employment.

Chair Spiegel further amended the recommendation to include the approval of the CEO/President's FY 2022 goals.

Vice Chair Sewald moved, and it was carried by unanimous vote of the voting members to approve the CEO/President's FY 2022 goals.

ITEM B. **General Counsel's Performance Evaluation and Review of Fiscal Year 2022 Goals and Objectives**

Ms. Bateman referred to a list she previously provided to Committee members regarding FY 2021 accomplishments and thanked the Legal Department staff for their resilience during the COVID-19 pandemic and an increase in workload. Ms. Bateman described her experiences during her tenure as the LVCVA's General Counsel.

Mr. Hill pointed out the increase in responsibility and workload in the Legal Department and informed the Board that additional help would be hired in the Legal Department soon.

Chair Spiegel thanked Mr. Hill for his comments.

Ms. Bateman reiterated some of the goals she previously presented to the Committee and described her goals for FY 2022. Ms. Bateman detailed her operational goals as: Ensuring the LVCVA's compliance with legal requirements; defending and protecting the interests of the LVCVA and the destination; effectively managing the Legal Department budget; and improving the efficiency of department responses. Ms. Bateman detailed her goals to support the LVCVA's strategic goals and initiatives.

Ms. Bateman requested that the Committee consider: 1) Conducting her annual performance evaluation for FY 2021; 2) Approving her proposed FY 2022 goals for recommendation to the Board; and 3) Designating a recommendation to the Board regarding her compensation based on overall performance and accomplishment of FY 2021 goals.

Chair Spiegel expressed agreement with the direction of Ms. Bateman's goals.

Member Naft asked Mr. Hill regarding his intended merit increase range for e-class ambassadors, to which Mr. Hill indicated the range would be from 2-4% with a targeted average merit increase of 3%.

Member Naft expressed appreciation for Ms. Bateman's work and recommended a 3.5% merit increase for Ms. Bateman, and moved for its approval, as well as the approval of Ms. Bateman's goals and objectives.

Fiscal Impact
FY 2022: TBD

Member Michael Naft moved, and it was carried by vote of the voting members, to: Approve the General Counsel's proposed FY 2022 goals for recommendation to the Board; and designate a recommendation to the Board of a 3.5% merit increase based on overall performance and accomplishment of FY 2021 goals.

Chair Spiegel clarified that the effective date would be the same as Mr. Hills, when all LVCVA ambassadors return to full-time status.

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

Ms. Subaric outlined the contents of the Rewards and Recognition Policy highlighting the following methods or recognition: recognizing longevity; Authority Champion program; Customer Service Excellence Program, Hospitality Heroes program; and commemorative and special events. Ms. Subaric requested that the Committee consider conducting its annual review of the LVCVA's Rewards and Recognition Policy providing awards for LVCVA ambassadors.

Chair Spiegel asked if this was the same program the LVCVA has had in the past, to which Ms. Subaric confirmed.

Chair Spiegel asked if the fiscal impact is the same as it has been in the past, to which Ms. Subaric answered that it has increased from last year's \$35,000 since there were no Authority Champion or Customer Service Excellence programs at that time.

Chair Spiegel asked if the expenditure was consistent with prior years, to which Ms. Subaric stated there was a \$25,000 increase due to the Customer Service Excellence program.

Fiscal Impact

FY 2022: \$106,500 Expenditure

Vice Chair Sewald asked if it would be most appropriate to abstain from voting on this item due to the sponsorship partnership between the LVCVA and the Vegas Chamber, to which Ms. Bateman stated a disclosure is appropriate under Nevada Revised Statute 281(A).

Member Naft moved, and it was carried by unanimous vote of the voting members to conduct its annual review of the LVCVA's Rewards and Recognition Policy providing awards for LVCVA ambassadors and approve an expenditure for \$106,500.

ITEM D. **Compensation Committee Evaluation of Committee**

Ms. Subaric described the Compensation Committee's responsibilities under its Charter, and requested that the Committee evaluate its annual performance pursuant to the Committee Charter.

Chair Spiegel stated that the Committee had completed its responsibilities and emphasized her appreciation for Mr. Hill's work during unprecedented times.

Member DeAngelo echoed Chair Spiegel's comments, and requested a subsequent meeting to revisit compensation considerations.

Vice Chair Sewald expressed agreement with Member DeAngelo and applauded staff for its work.

Member Naft moved, seconded by Vice Chair Sewald, and it was carried by unanimous vote of the voting members to approve the confirmation of the Committee's fulfillment of its duties pursuant to the Committee Charter.

SET NEXT MEETING DATE

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

COMMENTS FROM THE FLOOR BY THE PUBLIC

There were no comments from the floor by the public.

ADJOURNMENT

Chair Spiegel adjourned the meeting at 4:39 p.m.


Respectfully submitted,

Date Approved: June 13, 2022

Silvia Perez
Executive Assistant to the Board of Directors

Anton Nikodemus
Compensation Committee Chair

LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

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

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

COMMITTEE ACTION:	
--------------------------	--

DocuSigned by:

A6348F0DE947422...
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**

Article	Article Description	New Benefit or Change in Benefit	Summary of New Benefit or Change in Benefit	Current Contract Cost		Cost Year 1
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
Total				\$ 19,286,400	\$	1,319,286

LAS VEGAS CONVENTION AND VISITORS AUTHORITY COMPENSATION COMMITTEE MEETING AGENDA DOCUMENTATION

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

COMMITTEE ACTION:	
--------------------------	--

DocuSigned by:

AS348F0DE947422...

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	7/202006/ <u>2022</u>	4/200607/2020	People & Possibilities <u>Culture</u>
COMPENSATION PHILOSOPHY			

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 50th 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 50th 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 50th 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
Executive Class	-
President & Chief Executive Officer	0% — 40%
Chief Marketing Officer	0% — 30%
All Other Executives	0% — 20%
Management Class	-
Management	0% — 12%
Director of Regional Sales	0% — 20%
Director of National Accounts	0% — 20%
National Sales Manager	0% — 20%
Professional Class	-
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

MEETING DATE:	JUNE 13, 2022	ITEM C
TO:	COMPENSATION COMMITTEE	
FROM:	NADINE JONES, SENIOR VICE PRESIDENT OF PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>C78D8D754DAE4AE...</small>
SUBJECT:	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

COMMITTEE ACTION:	
--------------------------	--

DocuSigned by:

A6348F0DE947422...
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

POLICY TITLE	Rewards and Recognition Policy
ORIGINATION DATE	September 11, 2018
REVISION DATE	June 22, 2020 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

MEETING DATE:	JUNE 13, 2022	ITEM D
TO:	COMPENSATION COMMITTEE	
FROM:	NADINE JONES, SENIOR VICE PRESIDENT OF PEOPLE & CULTURE	<small>DocuSigned by:</small>  <small>C76D6D754DAE4AE...</small>
SUBJECT:	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

COMMITTEE ACTION:	
--------------------------	--

DocuSigned by:

A0528300DE947422...
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.

AUTHENTICATION:	Approved by Chief Executive Officer Approved by Chief Financial Officer	TBD TBD
------------------------	--	------------

2022 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



JANUARY

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					

FEBRUARY

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					

MARCH

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		

APRIL

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

MAY

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				

JUNE

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		

JULY

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						

AUGUST

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			

SEPTEMBER

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	

OCTOBER

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					

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.
- 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