



CONVENTION AND VISITORS AUTHORITY

Compensation Committee Meeting

June 9, 2009

Minutes

The Compensation Committee of the Board of Directors of the Las Vegas Convention and Visitors Authority was held the 9th day of June 2009 at the Las Vegas Convention Center, 3150 Paradise Road – Las Vegas, Nevada. This meeting had been properly noticed and posted in compliance with the “Nevada Open Meeting Law”.

OPENING CEREMONIES

CALL TO ORDER

Chair James Gibson called the meeting to order at 10:45 a.m. A quorum of the members was present at roll call.

James Gibson, Committee Chair

Michael Montandon

Charles Bowling Absent

Kara Kelley Board Member in attendance

LVCVA Executive Staff in Attendance

Rossi Ralenkotter, President/CEO
Terry Jicinsky, Acting Senior Vice President - Operations Division
Cathy Tull, Acting Senior Vice President – Marketing Division
Luke Puschnig, Esq. CEM, Legal Counsel
Debbie Kent, Director of HR & Organizational Development – Human Resources

APPROVAL OF THE AGENDA

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President/CEO Rossi Ralenkotter informed the Board that the June 9, 2009 Compensation Committee Agenda was in order for approval.

Member Michael Montandon moved and it was carried by unanimous vote of the members present to approve the June 9, 2009 Compensation Committee Agenda as presented.



LVCVA LABOR
CONTRACT WITH
THE SERVICE
EMPLOYEES
INTERNATIONAL
UNION

Collective bargaining negotiations between the Service Employees International Union (SEIU) and the Las Vegas Convention and Visitors Authority began in May 2008. A tentative agreement on the new 5-year contract was reached April 2009, and ratified by the SEIU in April 2009.

Staff explained that as they entered into the discussions in Spring 2008 for a successor agreement, the contract in effect at that time ended June 30, 2008, consequently, these negotiations were different from the other entities because after July 2008 the negotiations were without a contract in place.

With the economic conditions foremost on everyone's mind, proposals for cost of living increases declined as time passed during the negotiations. When the parties reached impasse after a year of negotiations, a federal mediator was brought in to assist.

Staff presented what they considered a fair and equitable contract to the Compensation Committee, reporting that there were very few changes. The main change being proposed is the cost of living increases. The contract for year one (July 2008 through June 2009) is a 1% increase to be paid over the second half of the contract year (January 2009 through June 2009). The fiscal impact of this increase is \$78,900. In the second year of the contract, (July 2009 through December 2009) is a 1.5% increase. And January 2010 through June 2010, is a 1% increase. Fiscal impact of these increases is \$199,600. This is a 5-year contract that was entered into with a 2-year stipulation regarding the cost of living increases with both parties coming back to the table next year to negotiate cost of living allowances for the remaining three years.

Mr. Marcus Hatcher, Director of Government Affairs for SEIU Nevada and Chief Negotiator, was in attendance at the meeting to answer questions from the Committee.

There was considerable discussion about the economic downturn and the challenges everyone is facing. Member James Gibson said he understood the cost of living increase through July 1, 2009; however, both committee members expressed concern relative to the proposed cost of living increases going forward.

Board Member Kara Kelley attended the meeting and stated that she could not support the proposed cost of living increases.

Members James Gibson and Michael Montandon, (who will not be present at the July 14, 2009 Board meeting because they are both exiting the Board of Directors this month due to term limits), were unsure of how they wanted to present this item to the full Board. After discussing their options, they agreed to send the proposed contract to the Board of Directors without a recommendation.

Following the discussion, Member Michael Montandon moved and it was carried by unanimous vote of the members present to send the proposed Las Vegas Convention and Visitors Authority and Service Employees International Union Labor Agreement to the Board of Directors without a recommendation from the Committee.



NON-BARGAINING
EMPLOYEE COST
OF LIVING
ALLOWANCE

The non-bargaining employees are not a part of the collective bargaining process, and the LVCVA has historically extended to them the same cost of living increases that are awarded to the bargaining unit. This does not include management or executive staff.

The Committee members agreed that since there was no recommendation to the Board on the proposed contract for the bargaining unit, than this item should also go forward to the Board without a recommendation.

Member James Gibson moved and it was carried by unanimous vote of the members present to send the cost of living allowance for the non-bargaining employees to the Board without a recommendation from the Committee.

PRESIDENT/CEO'S
ANNUAL
EVALUATION

President/CEO Rossi Ralenkotter submitted documentation listing his goals and results for fiscal year 2008/2009, and his goals and objectives for fiscal year 2009/2010. He said that although the economic crisis has been reflected in some of the results of his fiscal year 2008/2009 goals, the executive team has been able to continue their mission of filling rooms and marketing the Las Vegas destination while operating the facility under these trying times.

Members James Gibson and Michael Montandon commended the President/CEO saying that during these tough times his leadership and management have been remarkable.

Following the discussion, Member Michael Montandon moved and it was carried by unanimous vote of the members present to accept the President/CEO goals for fiscal year 2009/2010, and to forward a recommendation to the Board to do the same.

KARA KELLEY LEFT THE MEETING.

LEGAL
COUNSEL'S
ANNUAL
EVALUATION

The Committee had been provided a copy of the President/CEO evaluation of Legal Counsel; Legal Counsel's goals and results for fiscal year 2008/2009; goals and objectives for fiscal year 2009/2010; and his self-evaluation and notes.

President/CEO Rossi Ralenkotter had performed the annual evaluation of Legal Counsel's the performance for fiscal year 2008/2009, and reported that Legal Counsel had met or exceeded his goals for the past fiscal year.

The Committee members acknowledged Legal Counsel for his dedication and hard work, and said they appreciated the legal advice he provided to the Board of Directors during some of the challenges they have faced this last year.

Member Michael Montandon moved and it was carried by unanimous vote of the members present to accept Legal Counsel's goals for fiscal year 2009/2010 and to forward them to the Board of Directors.



DIRECTORS' COMMENTS

The Committee briefly discussed whether the LVCVA's appointed employees had contracts. Staff said the LVCVA has never had contracts for those employees.

COMMENTS FROM THE FLOOR BY THE PUBLIC

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.

There were no comments from the floor by the public.

ADJOURNMENT

There being no further business to come before the Committee at this time, Chair James Gibson adjourned the meeting at 11:40 am.

(s)

Carol Fergen
Executive Assistant to the Board