

**RENO-SPARKS CONVENTION AND VISITORS AUTHORITY
NOTICE OF PUBLIC MEETING
REGULAR MEETING OF THE BOARD OF DIRECTORS
Thursday, September 24, 2020, at 9:00 a.m.**

**MEETING VIA TELECONFERENCE/VIDEOCONFERENCE
ONLY PURSUANT TO NRS 241.023**

**BOARD OF DIRECTORS:
Mayor Hillary Schieve, Chair**

Mr. Andy Chapman
Mayor Ed Lawson
Ms. Shannon Keel
Mr. Don Kornstein

Mr. Daniel Farahi
Commissioner Bob Lucey
Ms. Ann Silver
Mr. Mark Sterbens

THIS MEETING IS IN COMPLIANCE WITH THE NEVADA OPEN MEETING LAW AND HAS BEEN PROPERLY NOTICED AND POSTED AT THE FOLLOWING LOCATIONS:

RSCVA Website: www.rscva.com/public-meetings

Online at <http://notice.nv.gov/>

Public Notice

Pursuant to Section 3 of the Declaration of Emergency Directive 006 ("Directive 006"), the requirement contained in NRS 241.023(1)(b) that there be a physical location designated for meetings of public bodies held via teleconference or videoconference where members of the public are permitted to attend and participate has been suspended. Moreover, pursuant to Section 3 of Directive 006, the requirements contained in NRS 241.020(4)(a) that public notice agendas be posted at physical locations within the State of Nevada has likewise been suspended. This agenda has been electronically posted in compliance with Directive 006, NRS 241.020(3) at www.visitrenotahoe.com/about-us/public-meetings and NRS 232.2175 at <https://notice.nv.gov/>.

Please see the section below regarding public comment. Members of the public may view the meeting live at <https://www.youtube.com/channel/UCaqIm2OShuhzc5Lw1w6HkcA>.

Supporting Materials

Pursuant to Section 5 of Directive 006, the requirement contained in NRS 241.020(3)(c) that physical locations be available for the public to receive supporting material for public meetings has been suspended. Supporting materials for the meeting are available on the RSCVA's website at www.visitrenotahoe.com/about-us/public-meetings.

Pursuant to NRS 241.020(6), supporting material is made available to the general public at the same time it is provided to the Board. The designated contact to obtain support materials is Corie Carlsen, 4001 South Virginia Street, Suite G, Reno, NV (775) 827-7618.

Public Comment

Pursuant to Section 2 of Directive 006, if a public body holds a meeting by means of teleconference or videoconference and a physical location where members of the public can attend is not provided, the public body must provide a means for the public to provide public comment, and post that means on the public notice agenda. Pursuant to Section 2 of Directive 006, the public may provide public comment by emailing comments to boardclerk@renotahoeusa.com or by leaving a voicemail (limited to three minutes) at (775) 827-7602 (note this is not a live call-in line). Comments received before 4:00 p.m. on Wednesday, September 23, 2020, will be transcribed and given to the Board for review and will be included with the minutes of the meeting.

Items on the agenda are for possible action by the Board of Directors unless stated otherwise. Items will not necessarily be considered in the order listed. The Board of Directors may combine two or more agenda items for consideration, may remove an item from the agenda or may delay discussion relating to an item on the agenda at any time.

AGENDA

A. OPENING CEREMONIES

Call to Order
Pledge of Allegiance
Roll Call

B. COMMENTS FROM THE FLOOR BY THE PUBLIC

Public comment is limited to three minutes. The public is encouraged to comment on all agenda items as well as issues not on the agenda during the Public Comment period. No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action will be taken.

C. APPROVAL OF THE AGENDA OF THE SEPTEMBER 24, 2020 BOARD OF DIRECTORS' MEETING

For possible action.

D. APPROVAL OF THE MINUTES OF THE AUGUST 27, 2020 BOARD OF DIRECTORS' MEETING

For possible action.

E. PRESENTATIONS

E1. Team Reno Tahoe/Big Business

Chair Hillary Schieve will present Team Reno Tahoe/Big Business. Topics discussed under this agenda item will include recent successes, new and exciting business opportunities, and the introduction of a team member that is making a difference in the organization.

This is an information item. Not an action item.

E2. Reno-Sparks Convention and Visitors Authority Staff Update

Jennifer Cunningham, Interim President/CEO, and RSCVA staff will deliver updates on Executive Office, Marketing, Sales, Facilities, and Finance.

This is an information item. Not an action item.

E3. Legal Counsel Update.

RSCVA Legal counsel will deliver updates on any pending legal matters.

This is an information item. Not an action item.

F. FINANCE DIVISION

F1. Review, discussion, and possible approval of the Fiscal Year 2019-2020 Room Tax Department Performance

The Board of Directors is being asked to review and possibly approve the Fiscal Year 2019-2020 Room Tax Department Performance.

For possible action.

F2. Discussion and possible approval to purchase and install touchless lavatory faucets for the Reno-Sparks Convention Center from Michael's Plumbing Heating & Air, Inc in the amount of \$56,812

Staff recommends purchasing the fixtures from Michael's Plumbing Heating & Air, Inc, as the lowest cost, for a price of \$54,107, with a contingency of 5% equal to \$2,705, for a total contract amount not to exceed \$56,812. The Board of Directors is being asked to approve the foregoing expenditure.

For possible action.

G. SALES/MARKETING DIVISION

G1. FY 2020/2021 Group Sales Room Night Goals

Michael Larragueta, Vice President of Sales, will present the Fiscal Year 2020/2021 Group Sales Room Night Goals for review and possible approval by the Board of Directors.

For possible action.

G2. Group Cancellations due to COVID-19

Michael Larragueta, Vice President of Sales, will present Group Sales cancellations due to the COVID-19 Pandemic. The Board is being asked to review and may take possible action to provide direction related thereto.

For possible action.

G3. Financial Support for New Air Service – Alaska Airlines/Reno-Palm Springs Service

Staff is requesting the Board of Directors review and approve risk mitigation funding for Alaska Airlines in the amount of up to \$100,000 to mitigate any revenue shortfalls in the Alaska Airlines operations between Reno/Palm Springs during the period of December 2020 through April 2021.

For possible action.

H. HUMAN RESOURCES DIVISION

H1. Employee Benefits

Julie Williams, Human Resources Manager, will present a recommendation to renew the RSCVA Employee and Retiree Benefit Plan. The Board of Directors is being asked to review and possibly renew the Employment Benefit Plan for the calendar year 2021 on the terms presented, to include retiree benefits and an optional retiree buyout provision.

For possible action.

I. BOARD MATTERS

I1. Approval of President/CEO Employment Agreement

The Board of Directors is being asked to review and approve the Employment Agreement of the President/CEO of the RSCVA selected at the September 21st Special Meeting of the Board of Directors (Jennifer Cunningham, Marc Anderson or Charles Harris). The Board may take action to approve or revise the Employment Agreement.

For possible action.

J. COMMENTS FROM THE FLOOR BY THE PUBLIC

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K. ADJOURNMENT

For possible action.

For information or questions regarding this agenda please contact:
The RSCVA Executive Office
P.O. Box 837, Reno, NV 89504
775-827-7618

**Reno-Sparks Convention & Visitors Authority
Special Meeting of the Board of Directors
Meeting Minutes
August 27, 2020**

The Special Meeting of the Board of Directors of the Reno-Sparks Convention & Visitors Authority met at 9:00 am, June 25, 2020, **via teleconference/videoconference only pursuant to NRS 241.023.** The meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

A. OPENING CEREMONIES

Call to Order

Board Members Present:

Andy Chapman
Daniel Farahi
Shannon Keel
Don Kornstein
Councilman Ed Lawson
Commissioner Bob Lucey
Mayor Hillary Schieve
Ann Silver
Mark Sterbens

Board Members Absent:

RSCVA Executive Staff Present:

Jennifer Cunningham, Interim CEO/President
Robert Chisel, Vice President of Finance and Operations
Michael Larragueta, Vice President of Sales
Art Jimenez, Executive Director of Tourism Sales
Christina Erny, Director of Marketing
Ben McDonald, Director of Communications
Julie Williams, Human Resources Manager
Ben Kennedy, Legal Counsel
Molly Rezac, Legal Counsel

RSCVA Executive Staff Absent:

B. COMMENTS FROM THE FLOOR BY THE PUBLIC

Pursuant to Section 2 of Directive 006, the public may provide public comment by emailing comments to boardclerk@renotahoeusa.com or by leaving a voicemail (limited to three minutes) at (775) 827-7602 (note this, not a live call-in line).

C. APPROVAL OF THE AGENDA OF AUGUST 27, 2020 REGULAR MEETING OF THE BOARD OF DIRECTORS

MOTION: Member Don Kornstein made a motion to approve the August 27, 2020 agenda. It was seconded by member Shannon Keel. **Motion carried unanimously.**

D. APPROVAL OF MINUTES OF JULY 23, 2020 REGULAR MEETING OF THE BOARD OF DIRECTORS

MOTION: Member Ann Silver made a motion to approve July 23, 2020, meeting minutes. It was seconded by member Andy Chapman. **Motion carried unanimously.**

E. BOARD WORKSHOP

E1. Orientation to Top Destination Management Organizations (DMO) Governance

Bill Hanbury, Searchwide Global, conducted an interactive workshop that focused on best practices and the identification of key priorities for a high functioning Destination Marketing Organization (DMO). Mr. Hanbury discussed Guiding Principles Applications. He highlighted key principles that included the following:

- The Board will manage the CEO and his/her performance goals
- The staff reports exclusively to the CEO, not the Board
- The variance between the CEO and the Board will be zero
- Micro-managing the internal organization process
- The CEO is responsible for running the DMO

E2. Amendment to Revised Rules of Procedure for RSCVA Board Meetings

Chair Schieve asked Legal Counsel to take the Board into this item.

Ben Kennedy, Legal Counsel, stated that currently, the regular meetings of the RSCVA Board of Directors are held on the fourth Thursday of each month. The exceptions are November and December, as that Thursday typically falls on or around the Thanksgiving and Christmas holidays. He said that the Board might choose to amend the Revised Rules and Procedures to meet every other month (January, March, May, July, September, and December).

Chair Schieve asked for a motion to approve the amendment to the Revised Rules of Procedure for the RSCVA Board Meetings to be held on the fourth Thursday, every other month.

MOTION: Member Don Kornstein made a motion to approve the amendment to revise the Rules of Procedure for the RSCVA Board Meetings to be held on the fourth Thursday, every other month. It was seconded by member Ann Silver. **Motion carried unanimously.**

E3. Board Strategic Priority Setting

Erica Olsen, from OnStrategy, gave the Board an overview of the Strategic Plan and Performance Management for the RSCVA and reminded the Board that the Strategic Plan was required by the Nevada Legislature for the use of Tourism Surcharge Fund. Ms. Olsen then facilitated discussion with the Board on key priorities identified for the RSCVA.

F. REGULAR BOARD MEETING

F1. Team Reno Tahoe

Chair Hillary Schieve asked Robert Chisel to introduce the "Employee Making a Difference," Robert Douglas.

Robert Chisel, Vice President of Finance and Facilities, introduced Robert Douglas, Sr. Room Tax Auditor, who has been with the RSCVA for over sixteen years. He added that Mr. Douglas is responsible for collecting room tax revenue; he conducts all of the room tax audits and is considered the backbone of the finance department.

F2. Legal Counsel Update.

Ben Kennedy, Legal Counsel, stated that there are no legal updates at this time.

F3. SearchWide Search Firm Update

Member Andy Chapman gave the Board a brief update regarding the CEO search process. He stated that there would be a Special Meeting of the Board of Directors in September, where the three candidates will have in-person interviews with the entire Board of Directors.

F4. Legal Counsel Contract Discussion

Chair Hillary Schieve directed RSCVA staff to bring proposals from the current legal counsel (General Counsel and Employment Matters) and up to two additional proposals for each service for the Board to make a selection.

MOTION: Member Ann Silver made a motion to approve bringing various contracts to the Board for review, consideration for possible renewal and/or alternatives. It was seconded by member Don Kornstein. **Motion carries with an 8 to 1, Nay from Ed Lawson.**

G. BOARD MEMBERS COMMENTS REGARDING ITEMS FOR FUTURE MEETINGS

None

H. COMMENTS FROM THE FLOOR BY THE PUBLIC

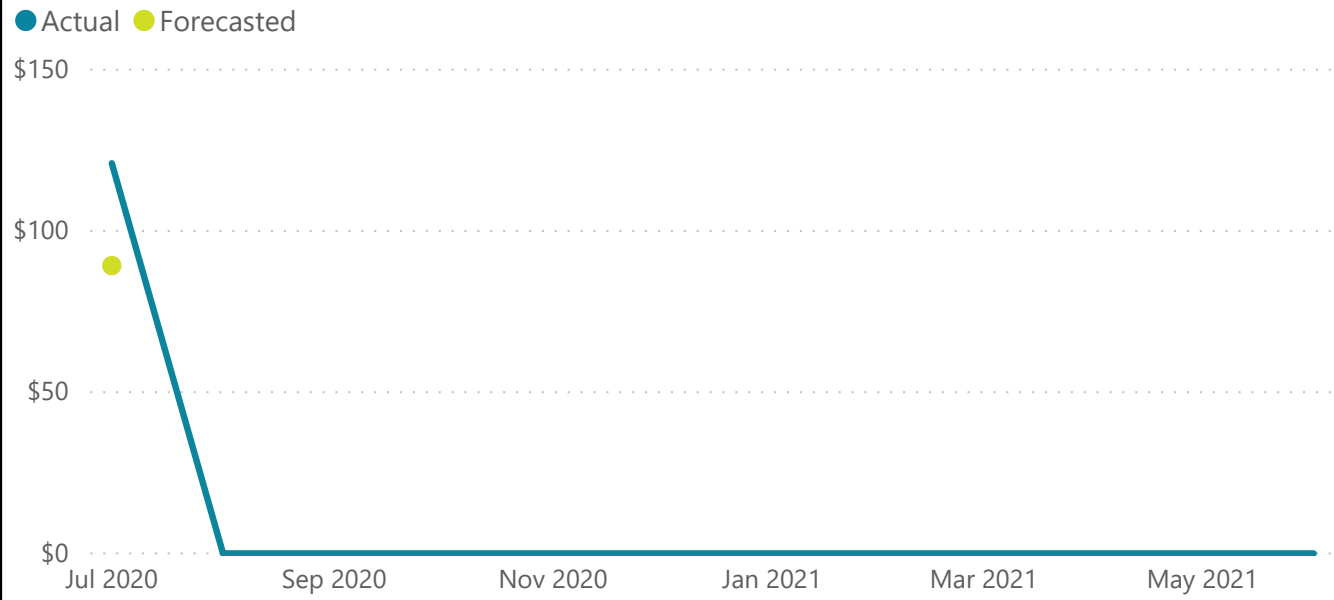
None

I. ADJOURNMENT

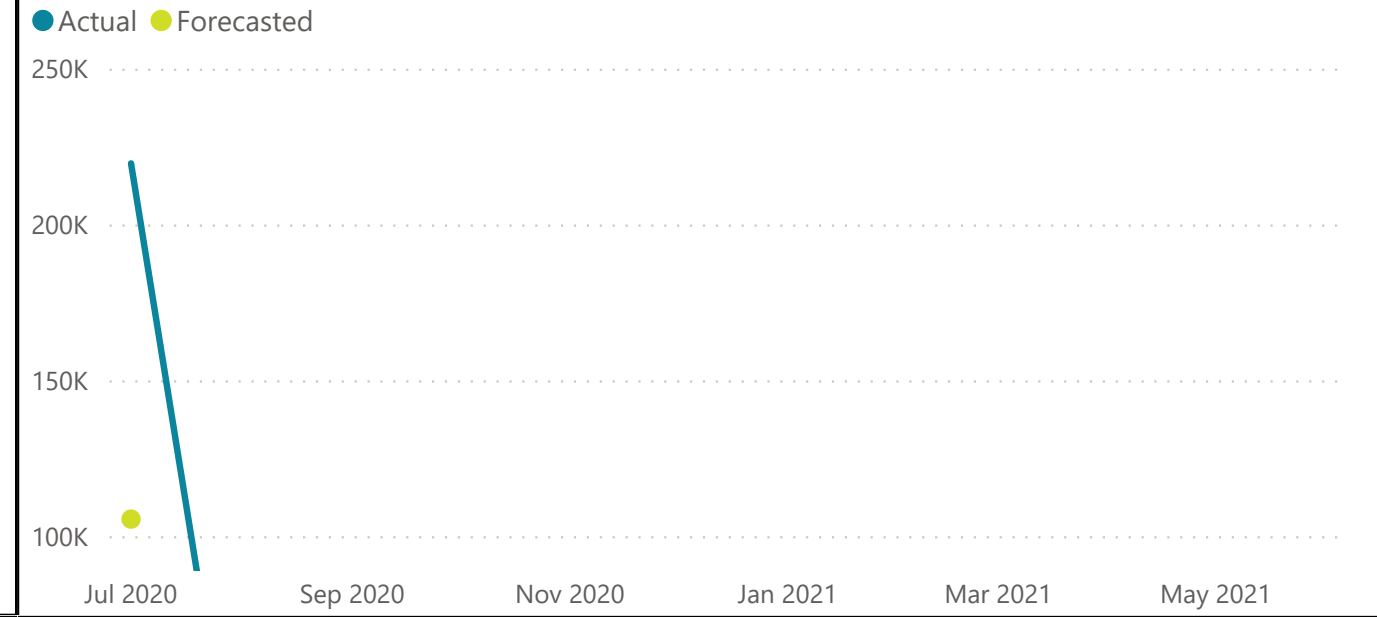
Meeting adjourned at 11:13 am.

FY 20/21 Market Performance

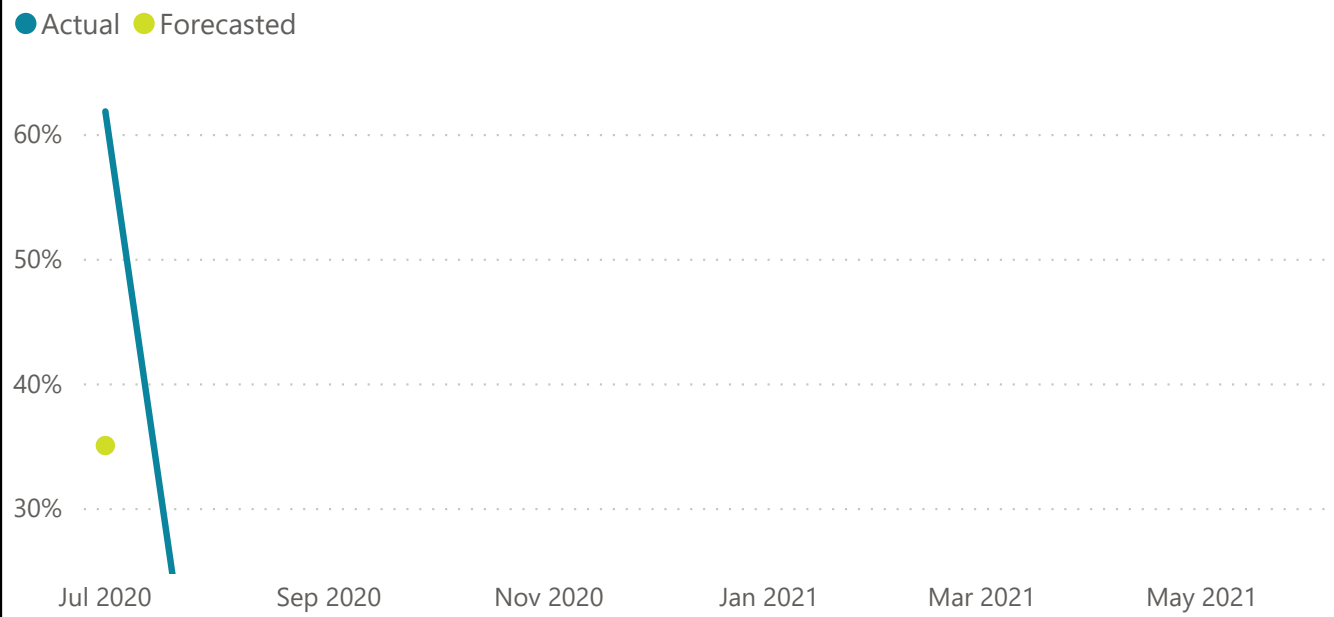
ADR



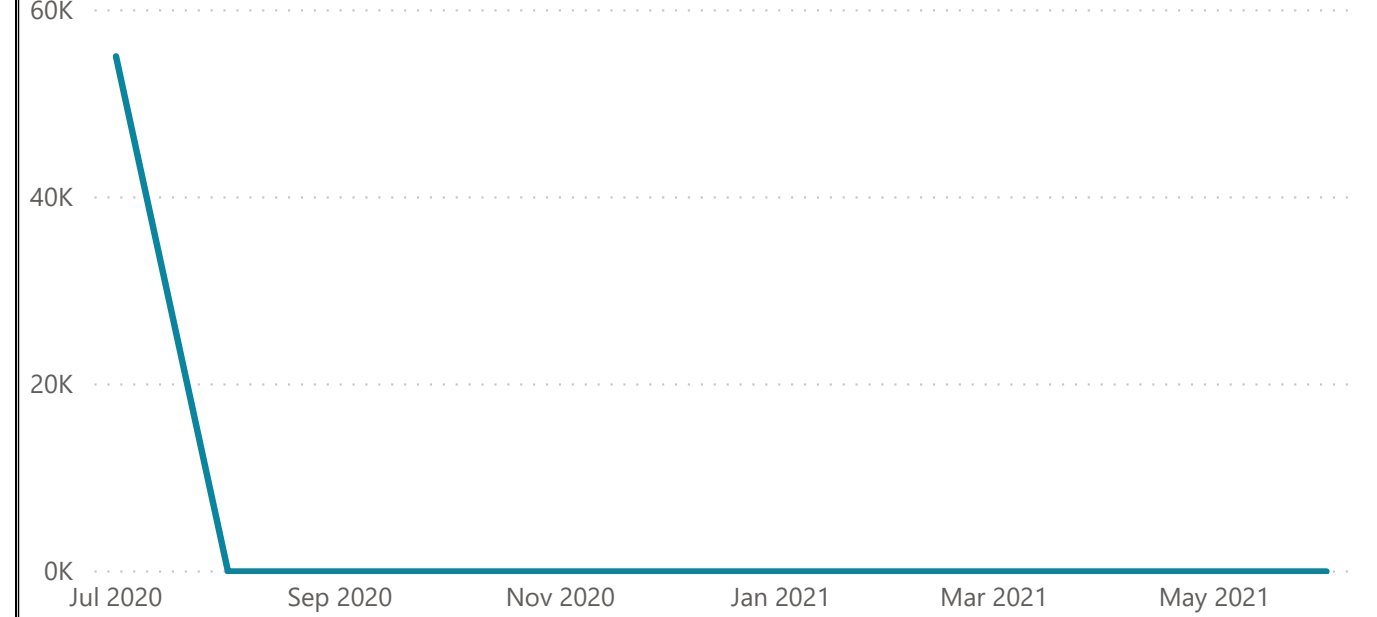
Cash Room Nights



Occupancy Rate

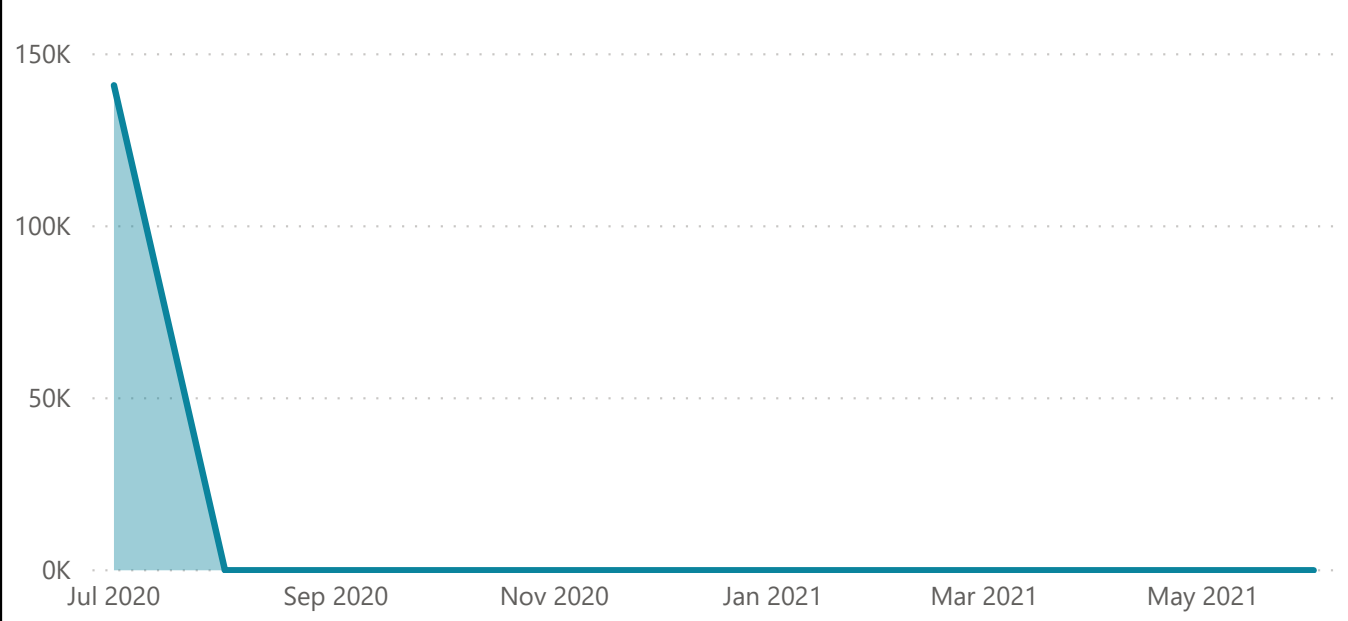


Comp Room Nights

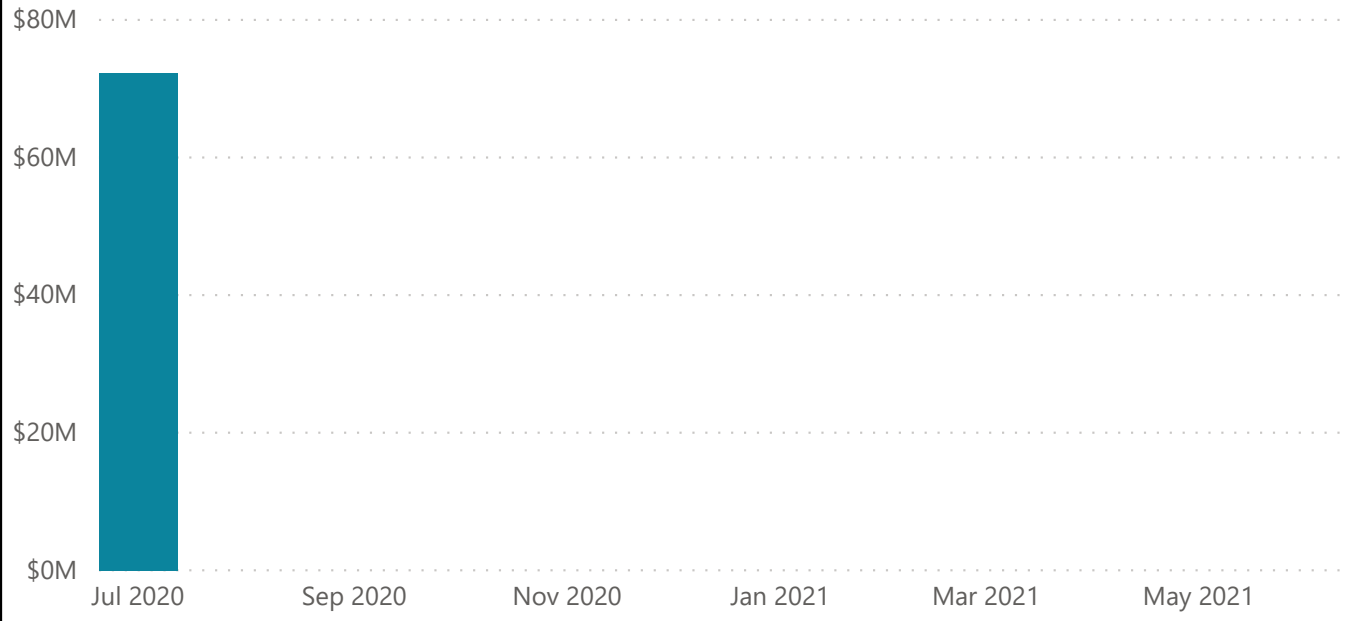


FY 20/21 Market Performance and Tourism Sales

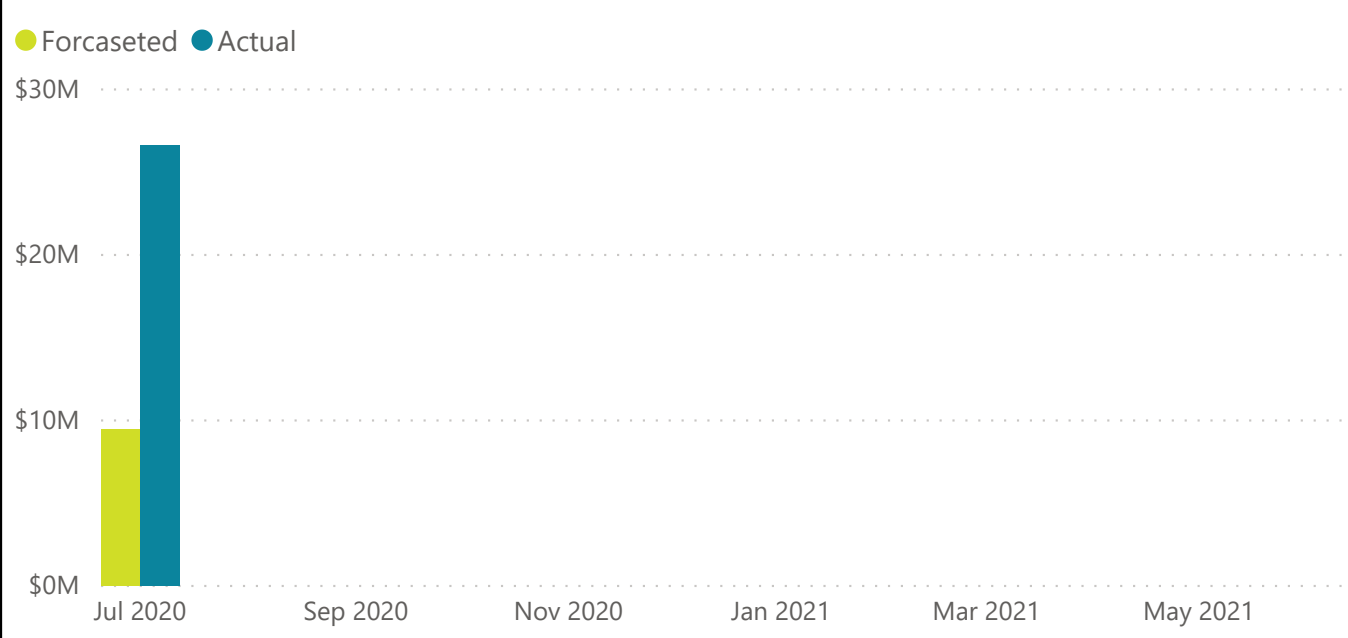
Air Passengers



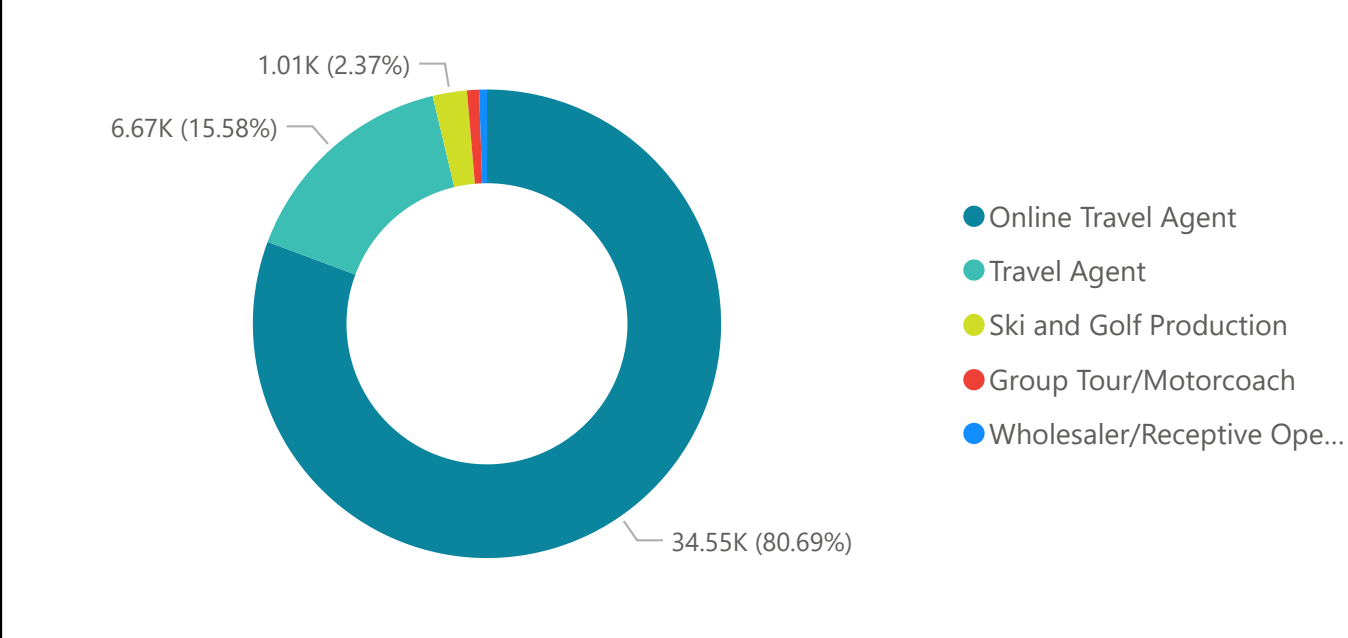
Gaming Win



Taxable Revenue

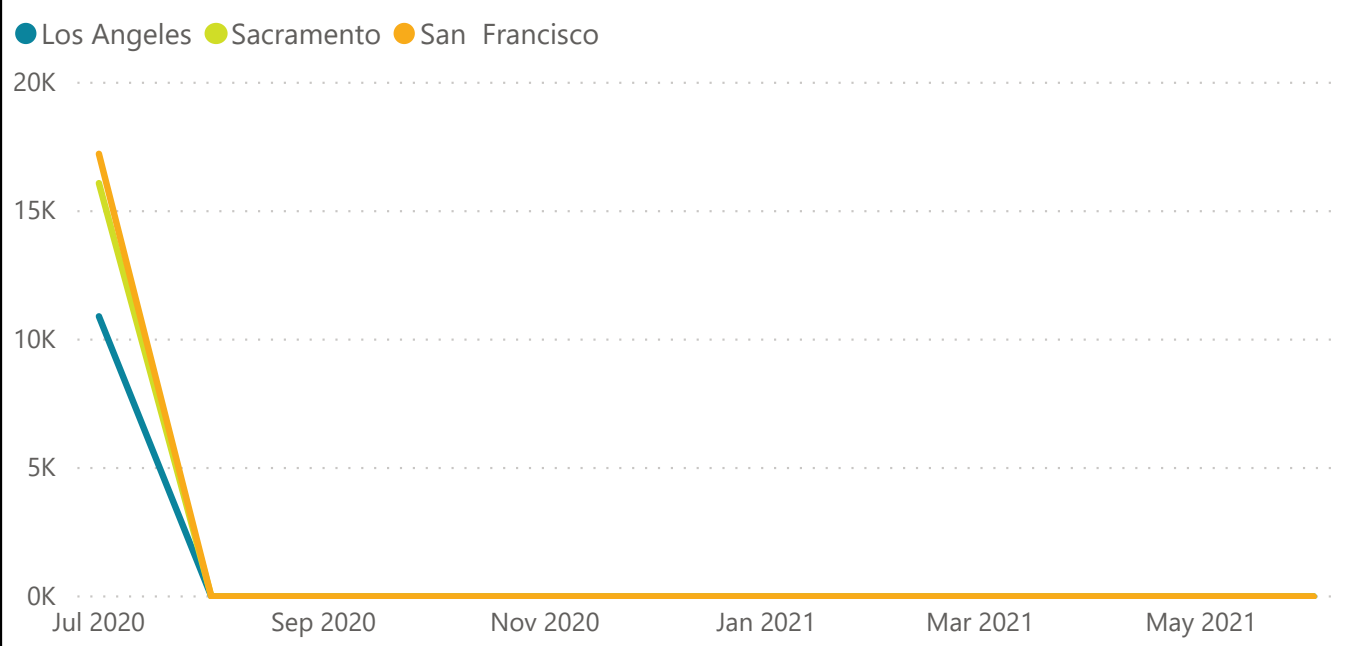


Tourism Room Nights

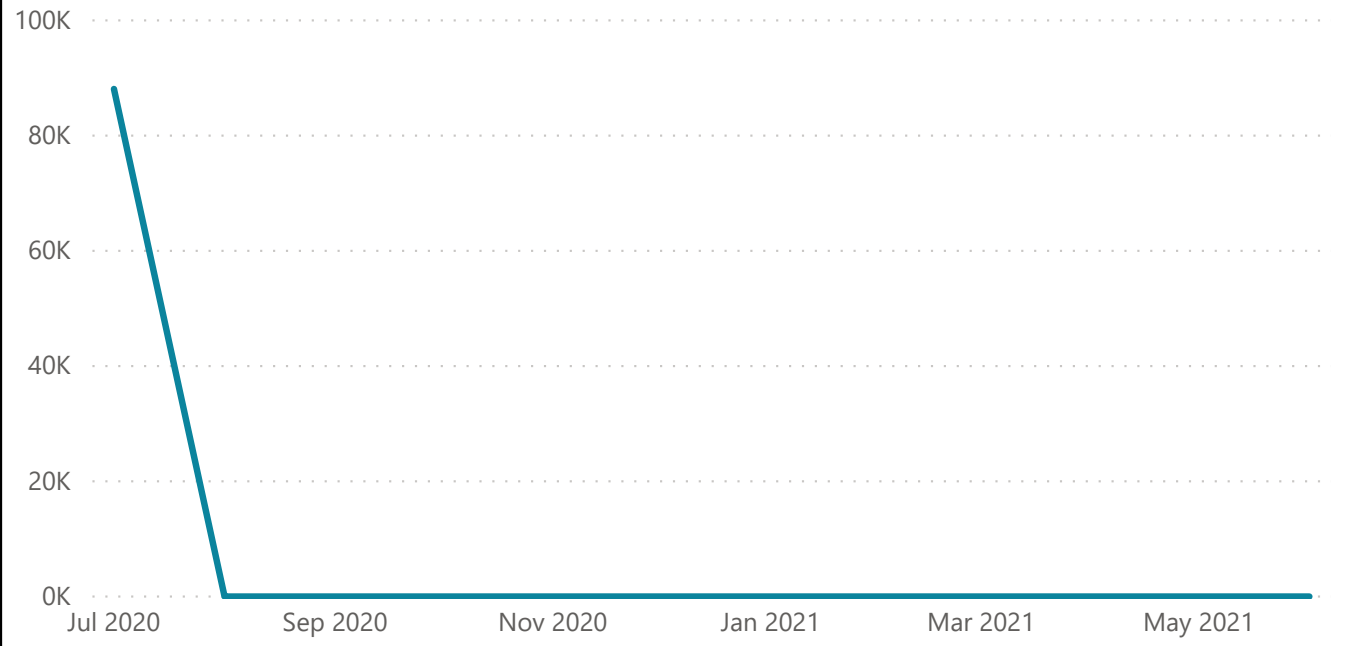


FY 20/21 Marketing and Communications

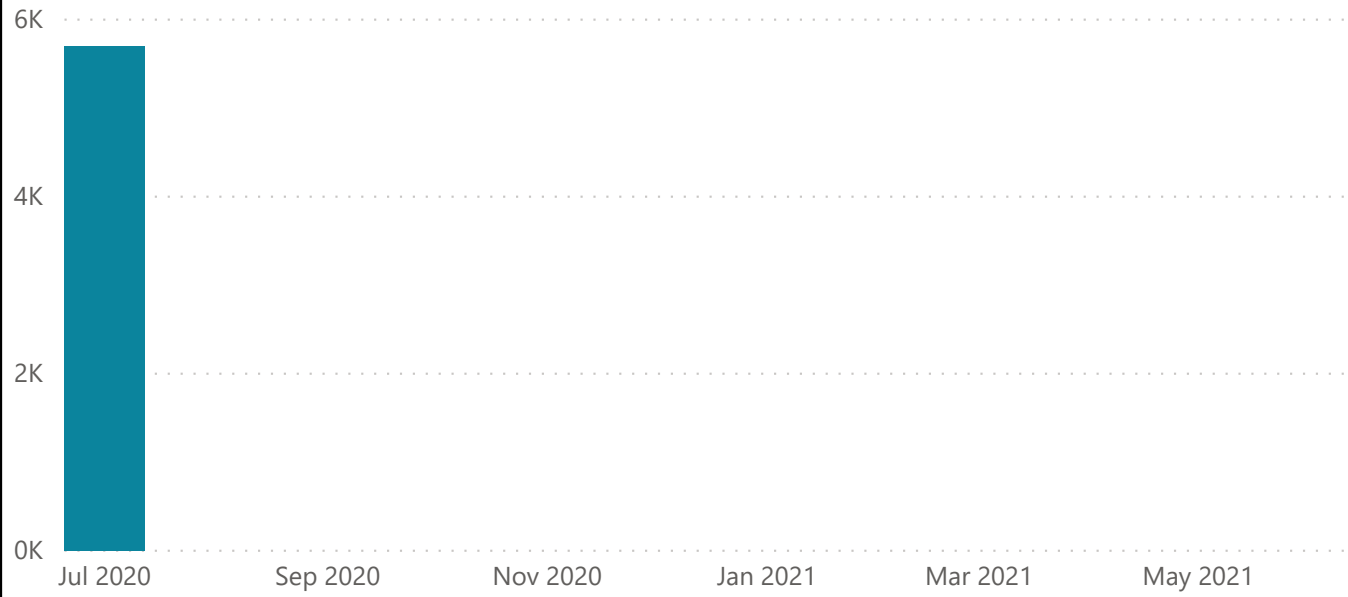
Regional Web Visits



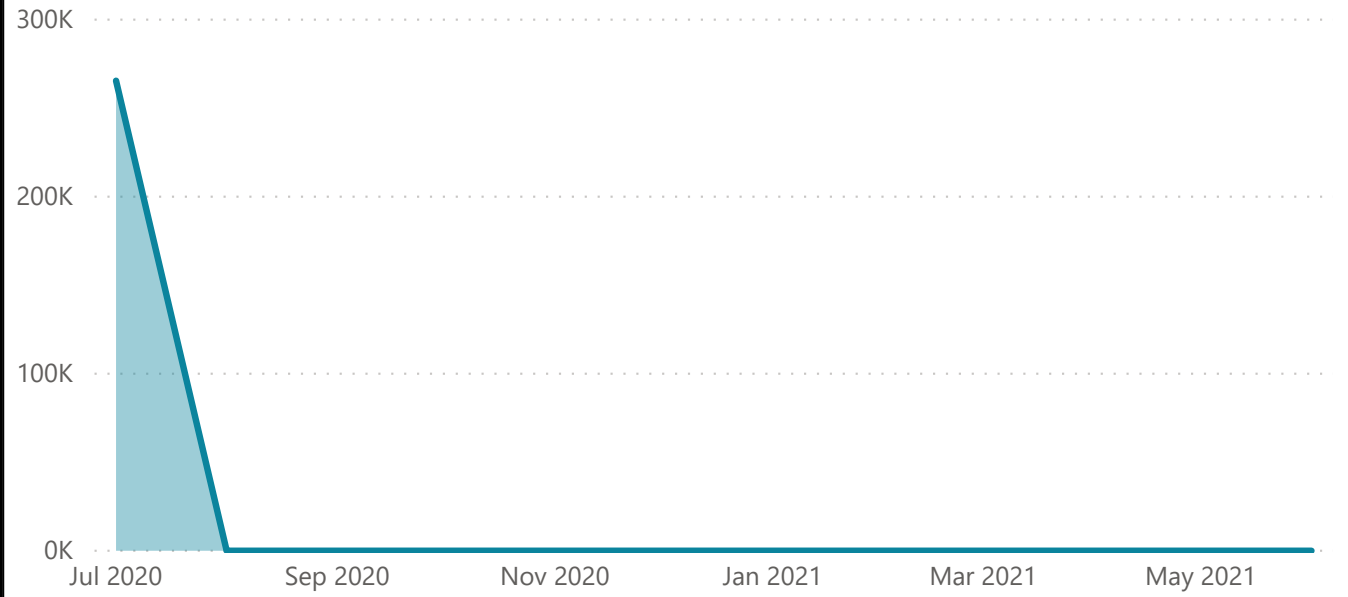
National Web Visits



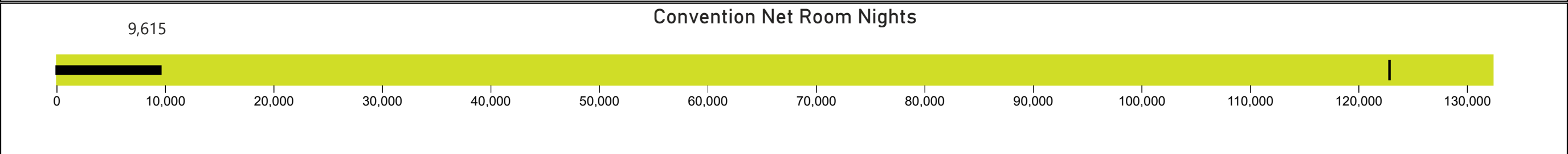
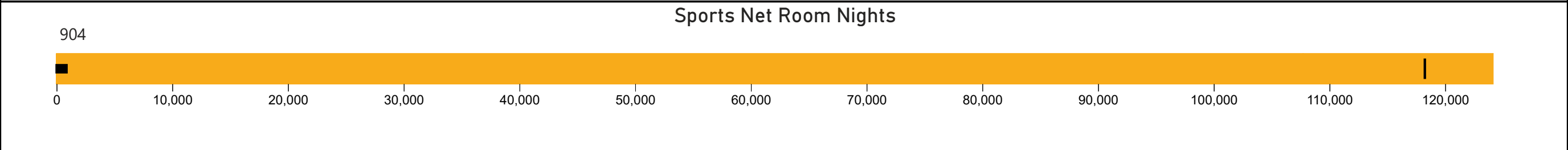
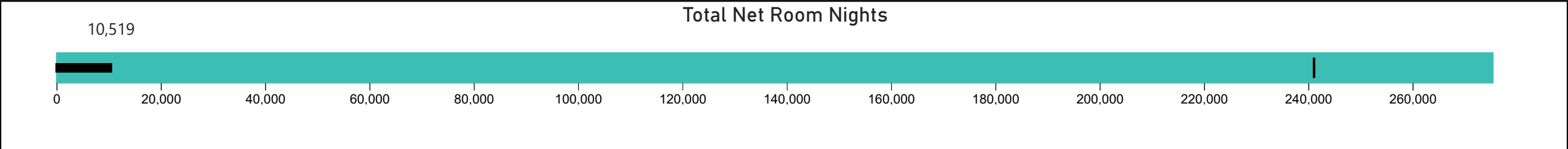
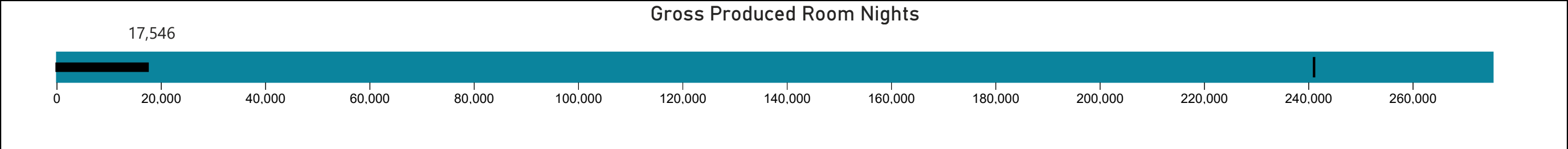
Partner Referrals



Visitor Volume



FY 20/21 Convention Sales and Sports



Note: Room nights reflected are through July 2020

RSCVA Monthly Snapshot: July 2020

Strategic Plan Priority #1: Visitor Growth & Awareness			
MARKET PERFORMANCE/CASH OCCUPIED ROOMS		July'20	*Forecasted
Marketing Goals	Washoe County Total		
	Room Inventory	614,837	681,836
	Cash Room Nights	219,954	105,835
	Comp Room Nights	55,086	-
	Overall Occupancy	61.9%	35.1%
	Taxable Revenue	\$26,615,624	\$9,446,431
	A.D.R.	\$121.01	\$89.26
	Gaming Win	\$72,258,268	-
	AIRLIFT		
	Air Passengers	140,986	-
OVERALL VISITOR GROWTH		July'20	
Visitor Volume	265,501	-	
# of Web Sessions - National Overall	88,098	-	
Number of Partner Referrals	5,694	-	
SF: Web Sessions	17,234	-	
Sacramento: Web Sessions	16,093	-	
LA Basin: Web Sessions	10,907	-	

Strategic Plan Priority #2: Direct Room Night Growth			
TOURISM SALES GOALS		July'20	Monthly Goal
Marketing	Wholesaler/ Receptive Operators	230	1,459
	Online Travel Agent	34,553	33,762
	Travel Agent	6,672	7,948
	Group Tour/Motorcoach	355	2,535
	Ski and Golf Production	1,013	2,148
	Total	42,823	47,852
TENTATIVE SALES PIPELINE			
Sales Goals	# of Leads Issued	18	27
	# of Room Nights for Leads Issued	53,886	-
	# of Outstanding Leads in Sales Pipeline	269	-
	# of Room Nights in Sales Pipeline	529,362	434,348
	PRODUCED ROOM NIGHTS		
	Gross Produced Room Nights	17,546	14,370
	Net Produced Room Nights	10,519	14,370
Convention Produced Room Nights	9,615	8,947	
Sports Produced Room Nights	904	5,423	

Legend:
*Per approved annual forecast and capital budget

Convention Monthly Snapshot: Year Over Year August 20/21

Convention Produced Room Nights	
August '20	-7,765
August '19	31,646
Y/Y%	-124.5%
August '20 Monthly Goal	13,409



**Reno-Sparks Convention and
Visitors Authority**

**Fiscal Year 2020-21
Interim Financials**

July 2020-21



Reno-Sparks Convention and Visitors Authority
Fiscal Year 2019-20 Interim Financial
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**Consolidated Summary
Report of Operations
For the Month of July FY 2020-21
RENO-SPARKS CONVENTION AND VISITORS AUTHORITY**

	July FY 2020-21				July FY 2019-20		
	Actual	Budget	Increase (Decrease)		Actual	Increase (Decrease)	
			Amount	%		Amount	%
Revenues							
Room Tax Collections	\$ 2,330,260	\$ 814,755	\$ 1,515,505	186.0%	\$ 3,597,446	\$ (1,267,186)	-35.2%
Tourism Surcharge	323,201	127,995	195,206	152.5%	482,123	(158,922)	-33.0%
Facility Revenues							
Reno-Sparks Convention Center	8,544	21,829	(13,285)	-60.9%	98,287	(89,743)	-91.3%
National Bowling Stadium	18,124	37,170	(19,046)	-51.2%	10,046	8,078	80.4%
Reno Events Center	4	16,876	(16,872)	-100.0%	139,070	(139,066)	-100.0%
Reno-Sparks Livestock Events Ctr	48,254	115,007	(66,753)	-58.0%	128,569	(80,315)	-62.5%
Total Facility Revenues	74,926	190,882	(115,956)	-60.7%	375,972	(301,046)	-80.1%
Other Income	30,281	250,275	(219,994)	-87.9%	111,947	(81,666)	-73.0%
Total Revenues	\$ 2,758,668	\$ 1,383,907	\$ 1,374,761	99.3%	\$ 4,567,488	\$ (1,808,821)	-39.6%
Operating Expenses							
Payroll & Related	\$ 260,551	\$ 299,378	\$ (38,827)	-13.0%	\$ 271,191	\$ (10,640)	-3.9%
Supplies & Services	845,087	1,164,778	(319,691)	-27.4%	1,137,805	(292,718)	-25.7%
Travel & Entertainment	2,631	6,920	(4,289)	-62.0%	42,510	(39,880)	-93.8%
Promotion & Advertising	177,859	689,523	(511,664)	-74.2%	887,915	(710,056)	-80.0%
Special Projects	31,500	185,500	(154,000)	-83.0%	65,551	(34,051)	-51.9%
Capital Outlay	-	1,525	(1,525)	-100.0%	12	(12)	-100.0%
Total Operating Expenses	\$ 1,317,628	\$ 2,347,624	\$ (1,029,996)	-43.9%	\$ 2,404,984	\$ (1,087,356)	-45.2%
Non Operating Expenses							
Debt Service	\$ 7,248,605	\$ 7,248,345	260	0.0%	\$ 5,895,000	\$ 1,353,605	23.0%
Incline Village/Cystal Bay Room Tax	177,026	77,928	99,098	127.2%	176,138	888	0.5%
Capital Improvements	(24,950)	20,000	(44,950)	-224.7%	54,968	(79,917)	-145.4%
Insurance	83,658	60,397	23,261	38.5%	68,618	15,040	21.9%
Contingency	-	-	-	0.0%	-	-	0.0%
Total Non Operating Expenses	\$ 7,484,339	\$ 7,406,670	\$ 77,669	1.0%	\$ 6,194,723	\$ 1,289,616	20.8%
Total Expenses	\$ 8,801,967	\$ 9,754,294	\$ (952,326)	-9.8%	\$ 8,599,707	\$ 202,260	2.4%
Profit/(Loss)	\$ (6,043,300)	\$ (8,370,386)	\$ 2,327,087	-27.8%	\$ (4,032,219)	\$ (2,011,081)	49.9%

**Consolidated Summary
Report of Operations
One Month Ending July FY 2020-21
RENO-SPARKS CONVENTION AND VISITORS AUTHORITY**

	Period Ending July FY 2020-21				Period Ending July FY 2019-20		
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Consolidated Summary
Transient Lodging Tax Collections and Statistics
For the Month of July FY 2020-21
RENO-SPARKS CONVENTION AND VISITORS AUTHORITY

	July FY 2020-21				July FY 2019-20		
	Actual	Budget	Increase (Decrease)		Actual	Increase (Decrease)	
			Amount	%		Amount	%
Room Tax Collections							
Lodging (6 5/8%)	\$ 1,789,910	\$ 625,826	\$ 1,164,084	186.0%	\$ 2,763,256	\$ (973,346)	-35.2%
Convention Center (2%)	540,350	188,929	351,421	186.0%	834,190	(293,840)	-35.2%
Tourism Surcharge	323,201	127,995	195,206	152.5%	482,123	(158,922)	-33.0%
Total Tax Collections	\$ 2,653,461	\$ 942,750	\$ 1,710,711	181.5%	\$ 4,079,569	\$ (1,426,108)	-35.0%
Room Statistics							
Taxable Room Revenues	\$ 26,615,624	\$ 9,446,431	\$ 17,169,193	181.8%	\$ 41,432,592	\$ (14,816,968)	-35.8%
Occupied Rooms-Cash	219,954	105,835	114,119	107.8%	329,772	(109,818)	-33.3%
Average Rate - Cash	\$121.01	\$89.26	\$31.75	35.6%	\$125.64	(\$4.63)	-3.7%
Occupied Rooms							
Cash	219,954	105,835	114,119	107.8%	329,772	(109,818)	-33.3%
Comp	55,086	31,662	23,424	74.0%	89,991	(34,905)	-38.8%
28 Day	105,320	101,903	3,417	3.4%	110,872	(5,552)	-5.0%
Total Occupied Rooms	380,360	239,400	140,960	58.9%	530,635	(150,275)	-28.3%
Percentage of Occupancy							
Cash	32.3%	15.5%	16.7	107.8%	46.3%	(14.0)	-30.3%
Comp	8.1%	4.6%	3.4	74.0%	12.6%	(4.5)	-35.9%
28 Day	15.4%	14.9%	0.5	3.4%	15.6%	(0.2)	-1.0%
Total Percentage of Occupancy	55.8%	35.1%	20.7	58.9%	74.5%	(18.7)	-25.1%

Consolidated Summary
Transient Lodging Tax Collections and Statistics
One Month Ending July FY 2020-21
RENO-SPARKS CONVENTION AND VISITORS AUTHORITY

	Period Ending July FY 2020-21				Period Ending July FY 2019-20		
	Actual	Budget	Increase (Decrease)		Actual	Increase (Decrease)	
			Amount	%		Amount	%
Room Tax Collections							
Lodging (6 5/8%)	\$ 1,789,910	\$ 625,826	\$ 1,164,084	186.0%	\$ 2,763,256	\$ (973,346)	-35.2%
Convention Center (2%)	540,350	188,929	351,421	186.0%	834,190	(293,840)	-35.2%
Tourism Surcharge	323,201	127,995	195,206	152.5%	482,123	(158,922)	-33.0%
City Center Tax	-	-	-	0.0%	-	-	0.0%
Total Tax Collections	\$ 2,653,461	\$ 942,750	\$ 1,710,711	181.5%	\$ 4,079,569	\$ (1,426,108)	-35.0%
Room Statistics							
Taxable Room Revenues	\$ 26,615,624	\$ 9,446,431	\$ 17,169,193	181.8%	\$ 41,432,592	\$ (14,816,968)	-35.8%
Occupied Rooms-Cash	219,954	105,835	114,119	107.8%	329,772	(109,818)	-33.3%
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Total Percentage of Occupancy	55.8%	35.1%	20.7	58.9%	74.5%	(18.7)	-25.1%

**Consolidated Summary
Departmental Margins
For the Month of July FY 2020-21
RENO-SPARKS CONVENTION AND VISITORS AUTHORITY**

	July FY 2020-21				July FY 2019-20			
	Actual	Budget	Increase (Decrease)		Actual	Increase (Decrease)		
			Amount	%		Amount	%	
Facilities								
Reno-Sparks Convention Center	\$ (156,480)	(236,657)	\$ 80,177	33.9%	\$ (361,086)	\$ 204,606	56.7%	
National Bowling Stadium	(82,599)	(116,413)	33,814	29.0%	(157,964)	75,365	47.7%	
Reno Events Center	(101,153)	(75,363)	(25,790)	-34.2%	(95,713)	(5,440)	-5.7%	
Reno-Sparks Livestock Events Ctr	(61,588)	(60,527)	(1,061)	-1.8%	(41,253)	(20,335)	-49.3%	
Total Facilities	\$ (401,820)	\$ (488,960)	\$ 87,140	17.8%	\$ (656,016)	\$ 254,196	38.7%	
Sales and Marketing								
Convention Sales	\$ (117,422)	(274,121)	\$ 156,700	\$ 1	\$ (305,182)	\$ 187,760	61.5%	
Tourism Sales	(20,397)	(36,989)	16,592	44.9%	(108,275)	87,878	81.2%	
Marketing	(246,734)	(743,220)	496,486	66.8%	(771,095)	524,361	68.0%	
Total Sales and Marketing	(384,553)	(1,054,331)	669,778	63.5%	(1,184,552)	799,999	67.5%	
General and Administrative	(426,651)	(534,707)	108,056	20.2%	(118,647)	(308,003)	-259.6%	
Room Tax Revenues	2,330,260	814,755	1,515,505	186.0%	3,597,446	(1,267,186)	-35.2%	
Tourism Surcharge	323,201	127,995	195,206	152.5%	482,123	(158,922)	-33.0%	
Total Operating Margins	1,440,437	(1,135,247)	2,575,685	226.9%	2,120,354	(679,917)	-32.1%	
Capital and Debt Service	(7,223,053)	(7,097,399)	(125,654)	-1.8%	(6,152,573)	(1,070,480)	-17.4%	
Total Departmental Margins	(5,782,616)	(8,232,647)	2,450,031	29.8%	(4,032,219)	(1,750,397)	-43.4%	

**Consolidated Summary
Departmental Margins
One Month Ending July FY 2020-21
RENO-SPARKS CONVENTION AND VISITORS AUTHORITY**

	Period Ending July FY 2020-21				Period Ending July FY 2019-20		
	Actual	Budget	Increase (Decrease)		Actual	Increase (Decrease)	
			Amount	%		Amount	%
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Total Departmental Margins	(5,782,616)	(8,232,647)	2,450,031	29.8%	(4,032,219)	(1,750,397)	-43.4%



To: RSCVA Board of Directors

From: Robert Chisel, VP of Finance & Operations
Robert Douglas, Senior Tax Auditor

CC: Jennifer Cunningham, Interim President & CEO
Mayor Hillary Schieve, Board Chair

Date: September 24, 2020

Subject: **Review of Fiscal Year 2019-2020 Room Tax Department Performance**

Executive Summary

The Room Tax Department of the RSCVA reviews itself on an annual basis to analyze its auditing performance. The Room Tax Department completed 28 audits for fiscal year 2019/2020, which resulted in findings of \$473,120 in taxable revenues, and collected assessments totaling \$133,774.

Background

The Room Tax Department's goal to perform audits on all the Hotel/Casino properties within a 3-year cycle, and all other licensees in Washoe County are audited at least once every five years. Due to reduced staffing these goals are being extended. The annual review of the audits completed helps in summarizing the overall deficiencies regarding compliance with the RSCVA Transient Lodging Tax Regulations.

The following exhibits show various statistical data resulting from the completed audits for the current and prior fiscal year.

- Exhibit A: Audited Properties by Market Segment
- Exhibit B: Taxable Revenue by Market Segment
- Exhibit C: Audit Findings – Taxable Revenue
- Exhibit D: Revenue Collections by Market Segment
- Exhibit E: Taxable Audit Revenue by District
- Exhibit F: Audit Assessment Collections by District

Recommendation

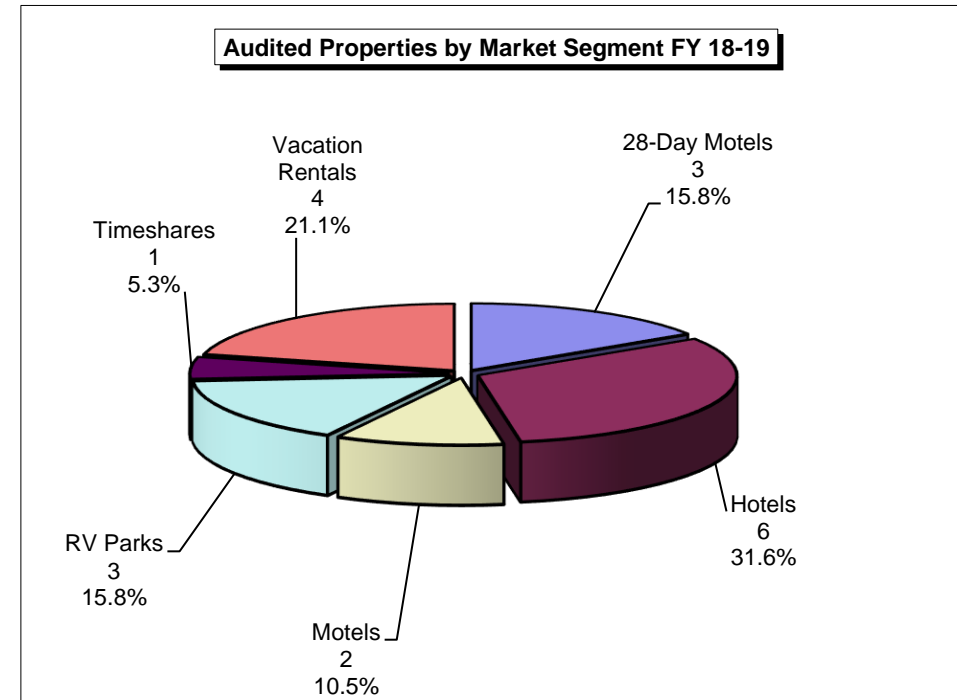
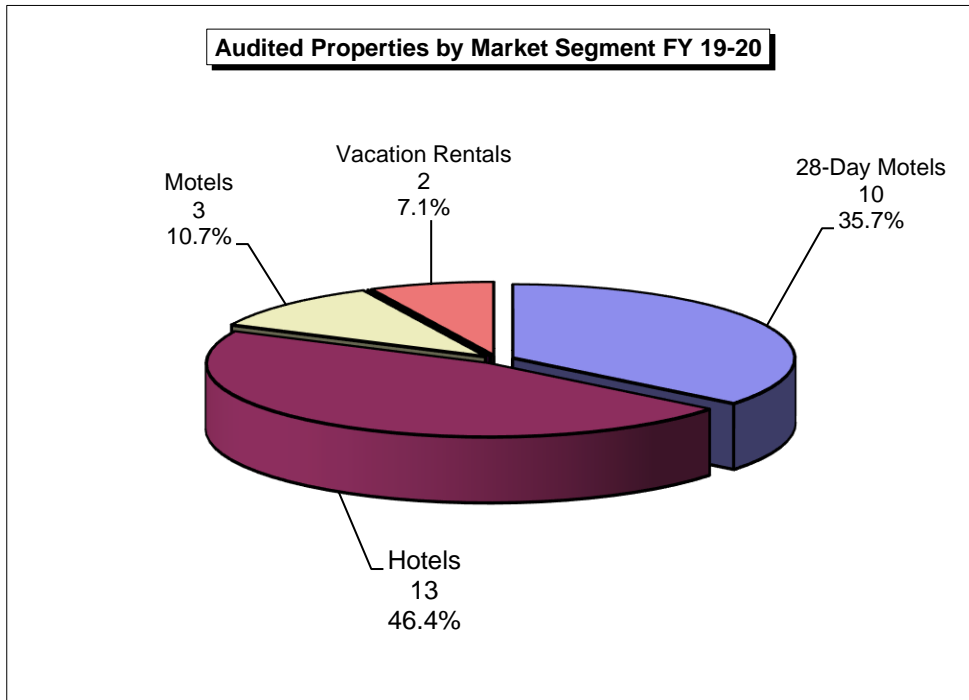
Staff recommends that the Board of Directors approve this report and direct staff to provide the cities and county with the yearly summary of its audit collections.



Fiscal 2019-2020 Room Tax Audit Summaries

Exhibit A

Audited Properties by Market Segment				
	<u>FY 19-20</u>	<u>FY 18-19</u>	<u>FY 17-18</u>	<u>FY 16-17</u>
28-Day Motels	10	3	18	17
Hotels	13	6	6	11
Motels	3	2	4	2
RV Parks	0	3	4	4
Timeshares	0	1	8	4
Vacation Rentals	2	4	0	4
Total	28	19	40	42
# of Auditors	2	2	2	2
Avg per Auditor	14.0	9.5	20.0	21.0



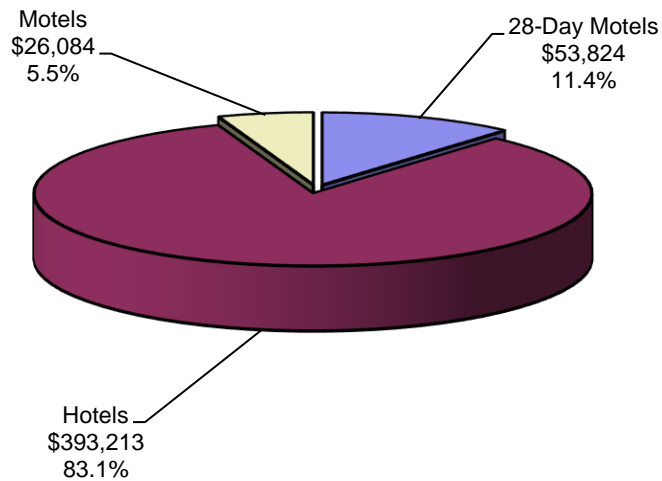


Fiscal 2019-2020 Room Tax Audit Summaries

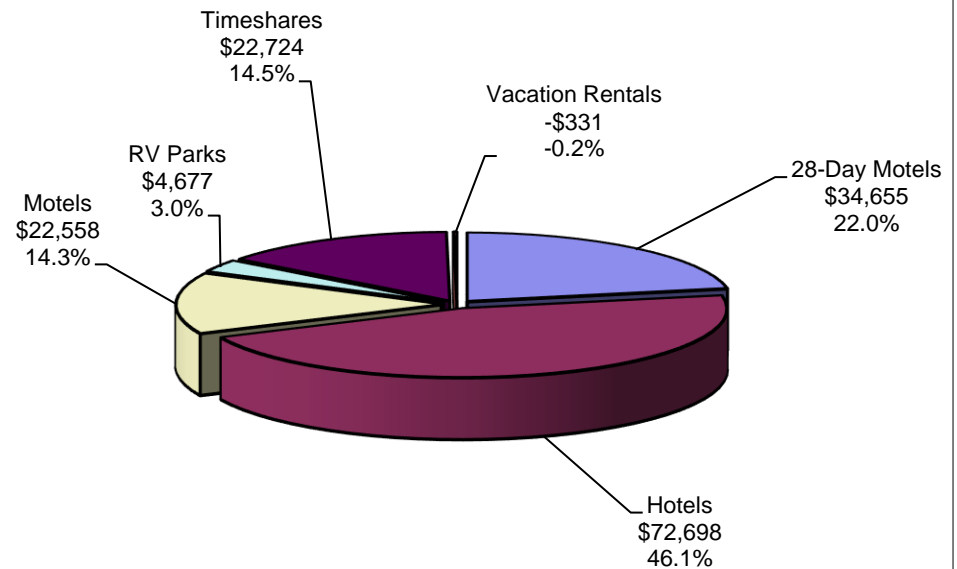
Exhibit B

Taxable Revenue by Market Segment from Audit Findings				
	<u>FY 19-20</u>	<u>FY 18-19</u>	<u>FY 17-18</u>	<u>FY 16-17</u>
28-Day Motels	\$53,824	\$34,655	\$19,635	\$40,773
Hotels	\$393,213	\$72,698	\$213,485	\$145,871
Motels	\$26,084	\$22,558	\$3,169	\$2,239
RV Parks	\$0	\$4,677	\$20,290	(\$7,319)
Timeshares	\$0	\$22,724	\$213	\$5,316
Vacation Rentals	\$0	(\$331)	\$0	\$2,420
Total	\$473,120	\$156,981	\$256,792	\$189,301
Capital/Tourism Surcharge	\$21,557	\$8,403	\$3,738	\$9,631

Taxable Revenue by Market Segment FY 19-20



Taxable Revenue by Market Segment FY 18-19



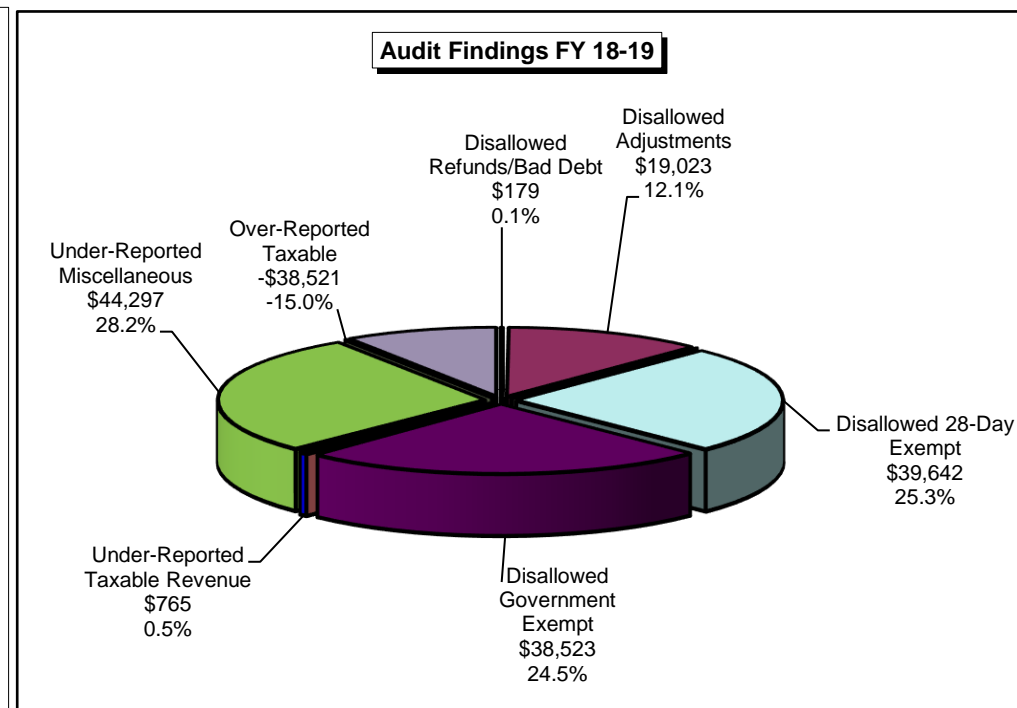
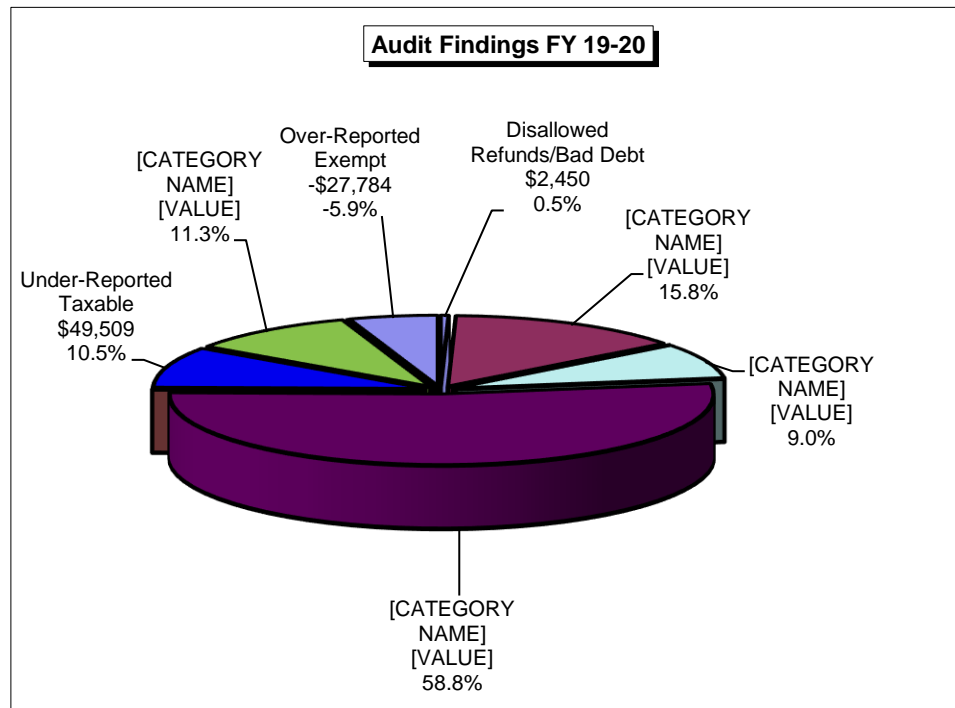


Fiscal 2019-2020 Room Tax Audit Summaries

Exhibit C

Audit Findings				
	<u>FY 19-20</u>	<u>FY 18-19</u>	<u>FY 17-18</u>	<u>FY 16-17</u>
Disallowed Refunds/Bad Debt	\$2,450	\$179	\$20,084	\$0
Disallowed Adjustments	\$74,703	\$19,023	\$103,080	\$33,038
Disallowed Comp Revenue	\$0	\$0	\$0	\$5,385
Disallowed 28-Day Exempt	\$42,542	\$39,642	\$31,237	\$40,804
Disallowed Government Exempt	\$278,283	\$38,523	\$3,326	\$10,755
Over-Reported Gross Revenue	\$0	\$0	\$0	\$0
Under-Reported Taxable Revenue	\$49,509	\$765	\$25,927	\$1,119
Under-Reported Miscellaneous Revenue	\$53,417	\$44,297	\$111,660	\$59,526
Over-Reported Taxable Revenue	\$0	\$0	(\$38,521)	\$0
Over-Reported Exempt Revenue	-\$27,784	\$14,552	\$0	\$0
Disallowed Group Rebates	\$0	\$0	\$0	\$38,675
Total	\$473,120	\$156,981	\$256,792	\$189,301

Under-Remitted Capital/Tourism Surcharge Funds	\$21,557	\$8,403	\$3,738	\$9,631
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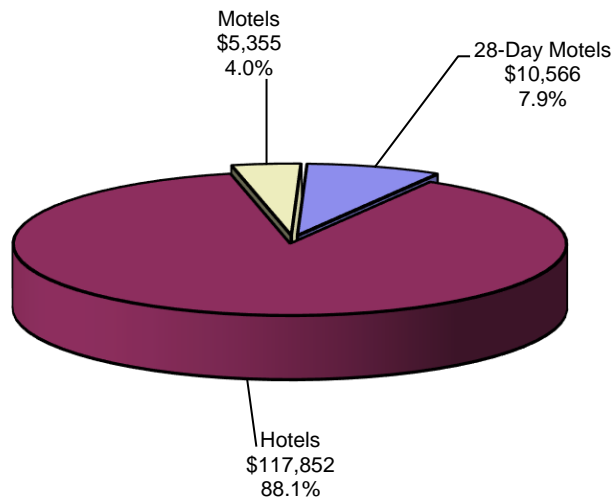


Fiscal 2019-2020 Room Tax Audit Summaries

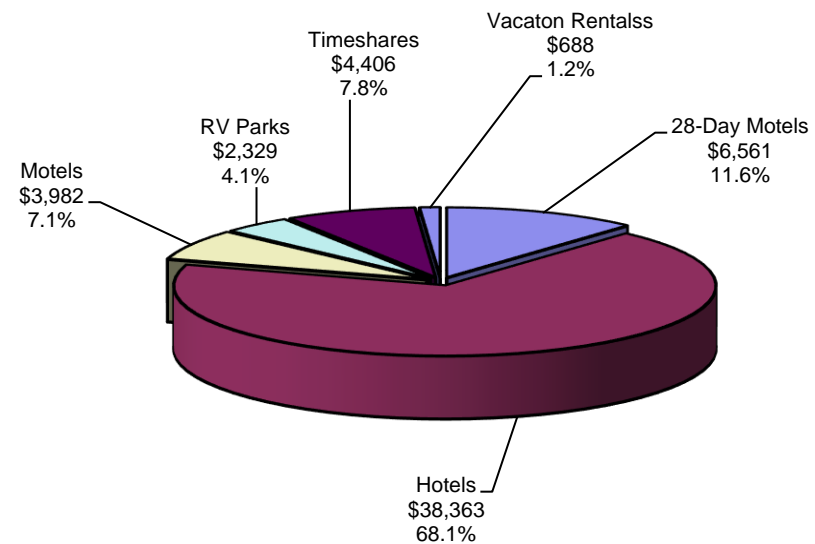
Exhibit D

Revenue Collections by Market Segment from Audit Findings				
	FY 19-20	FY 18-19	FY 17-18	FY 16-17
28-Day Motels	\$10,566	\$6,561	\$3,840	\$7,997
Hotels	\$117,852	\$38,363	\$48,452	\$56,107
Motels	\$5,355	\$3,982	\$600	\$349
RV Parks	\$0	\$2,329	\$4,092	(\$633)
Timeshares	\$0	\$4,406	\$262	\$945
Vacation Rentals	\$0	\$688	\$0	\$473
Total	\$133,774	\$56,330	\$57,246	\$65,240

Revenue Collections by Market Segment FY 19-20



Revenue Collections by Market Segment FY 18-19



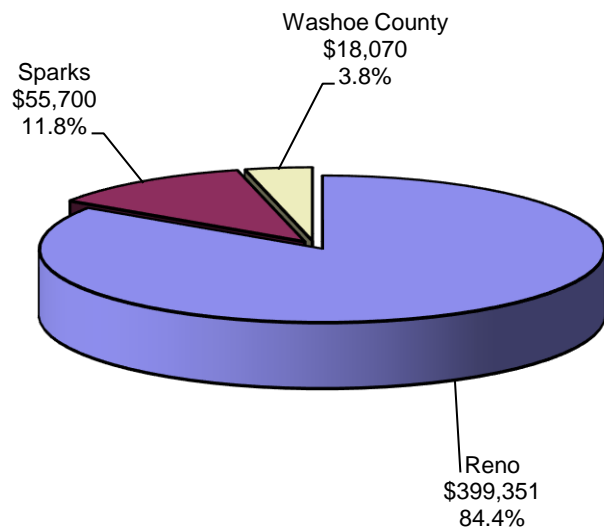


Fiscal 2019-2020 Room Tax Audit Summaries

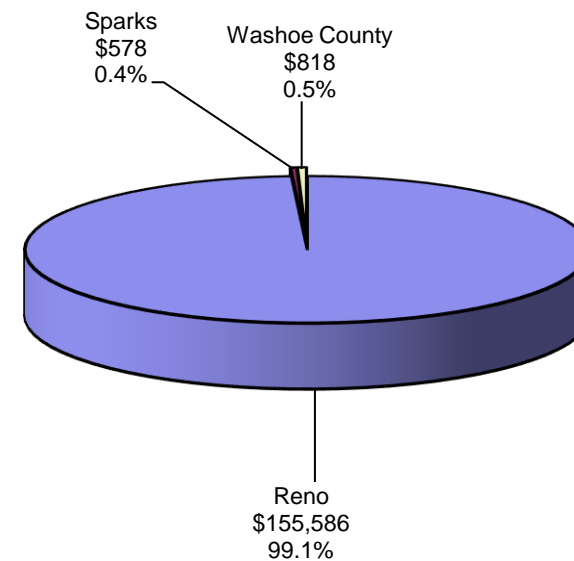
Exhibit E

Taxable Audit Revenue by District from Audit Findings				
	<u>FY 19-20</u>	<u>FY 18-19</u>	<u>FY 17-18</u>	<u>FY 16-17</u>
Reno	\$399,351	\$155,586	\$251,112	\$113,434
Sparks	\$55,700	\$578	\$5,680	\$68,131
Washoe County	\$18,070	\$818	\$0	\$7,736
Total	\$473,120	\$156,981	\$256,792	\$189,301
Capital Surcharge	\$21,557	\$8,403	\$3,738	\$9,631

Taxable Audit Revenue by District FY 19-20



Taxable Audit Revenue by District FY 18-19



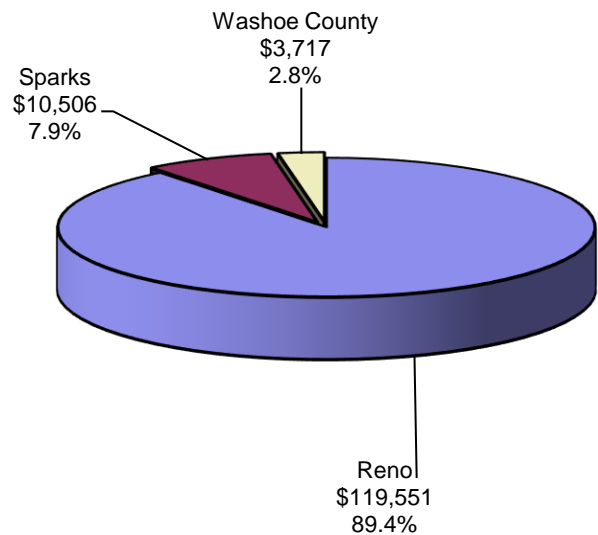
Fiscal 2019-2020 Room Tax Audit Summaries

Exhibit F

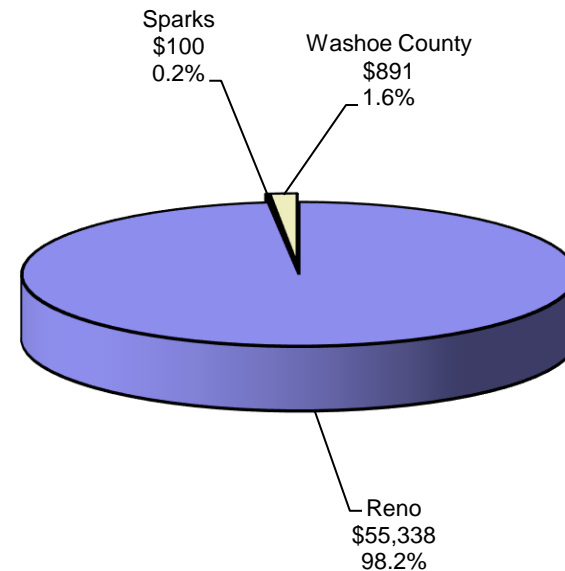
Audit Assessment Collections by District

	<u>FY 19-20</u>	<u>FY 18-19</u>	<u>FY 17-18</u>	<u>FY 16-17</u>
Reno	\$119,551	\$55,338	\$55,615	\$50,959
Sparks	\$10,506	\$100	\$1,630	\$12,862
Washoe County	\$3,717	\$891	\$0	\$1,419
Total	\$133,774	\$56,330	\$57,246	\$65,240

Audit Assessment Collections by District FY 19-20



Audit Assessment Collections by District FY 18-19





To: RSCVA Board of Directors

From: Robert Chisel, VP of Finance & Operations

CC: Jennifer Cunningham, Interim President & CEO
Mayor Hillary Schieve, Board Chair

Date: September 24, 2020

Subject: **Discussion and possible approval to purchase and install touchless lavatory faucets for the Reno-Sparks Convention Center from Michael's Plumbing Heating & Air, Inc in the amount of \$56,812**

Executive Summary

Staff performed an informal bid for the purchase and installation of 77 lavatory faucets with touchless lavatory faucets at the Reno-Sparks Convention Center (RSCC). The faucets are to replace the existing faucets that require manual operation. The touchless faucets will be in better alignment with best practices in a pandemic environment.

The Authority received three quotes and all were given full consideration. Staff recommends purchasing the fixtures from Michael's Plumbing Heating & Air, Inc, as the lowest cost, for a price of \$54,107, with a contingency of 5% of \$2,705, for a total contract amount not to exceed \$56,812.

Background

Touchless faucets is desired among customers and health experts in a pandemic environment. At the RSCC there are currently 77 faucets that are not touchless and require manual operation for the user to wash their hands. By replacing the faucets with touchless faucets, it will improve the customer experience.

Staff, in accordance with Nevada Revised Statutes, solicited quotes from three contractors for the purchase and installation of the touchless faucets. Quotes were received from **Michael's Plumbing Heating & Air, Inc, Paschall Plumbing Heating and Cooling, and Savage and Son. Michael's Plumbing Heating & Air, Inc was the lowest bid**

Fiscal Impact



The cost of the faucets and installation is for a contracted amount not to exceed \$56,812. The bid amount is \$54,107 with a contingency of \$2,705. The approved Capital Budget for Fiscal Year 2020/21 is \$240,000. In addition, staff intends to seek reimbursement for the cost through CARES Act funding.

Recommendation

Staff recommends the Board approve staff to contract with Michael's Plumbing Heating & Air, Inc for the purchase and installation of 77 faucets at the RSCC , for \$54,107 with a contingency of 5% at \$2,705, for a total contract amount not to exceed \$56,812, and direct staff to seek reimbursement for the cost through CARES Act funding.

FY 20-21 Sales Team Goals

Managers		July	August	September	Q1	October	November	December	Q2	January	February	March	Q3	April	May	June	Q4	FY 20-21
Abdinoor, Jennifer Martini	DC/Northeast	1,860	1,860	1,860	5,580	1,860	1,860	1,860	5,580	1,860	1,860	1,860	5,580	1,860	1,860	1,860	5,580	22,320
Barrett, Aleta	Rocky Mtn/Plains	1,347	1,347	1,347	4,041	1,347	1,347	1,347	4,041	1,347	1,347	1,347	4,041	1,347	1,347	1,347	4,041	16,164
DaMario, Maddie	CHI/Midwest	1,360	1,360	1,360	4,080	1,360	1,360	1,360	4,080	1,360	1,360	1,360	4,080	1,360	3,940	1,360	6,660	18,900
Diomedes, David	SoCal/So Nevada	1,493	1,493	1,493	4,479	1,493	1,493	1,493	4,479	1,493	1,493	1,493	4,479	1,493	1,493	1,493	4,479	17,916
Giordano, Roma	Dallas/South Cen	0	0	0	0	1,115	1,115	1,115	3,345	1,115	1,115	1,115	3,345	1,115	1,115	1,115	3,345	10,035
Mullins, Charles	NoCal/NV	1,506	1,506	2,956	5,968	1,506	1,506	1,506	4,518	1,506	1,506	2,956	5,968	1,506	1,506	1,506	4,518	20,972
Tracy, Shaun	Southeast	1,381	1,381	1,381	4,143	1,381	1,381	1,381	4,143	1,381	1,381	1,381	4,143	1,381	1,381	1,381	4,143	16,572
Convention Sales Team		8,947	8,947	10,397	28,291	10,062	10,062	10,062	30,186	10,062	10,062	11,512	31,636	10,062	12,642	10,062	32,766	122,879
Fine, Shelli	Sports	1,539	1,539	1,539	4,617	10,416	1,539	1,539	13,494	1,539	4,344	8,694	14,577	1,539	1,539	19,739	22,817	55,505
Leach, Rhonda	Equestrian/Sports	2,710	1,749	14,530	18,989	2,260	1,700	510	4,470	6,447	510	1,095	8,052	510	510	2,136	3,156	34,667
Sacomanno Nick	Sports	1,174	1,174	1,174	3,522	15,174	1,174	1,174	17,522	1,174	1,174	1,174	3,522	1,174	1,174	1,174	3,522	28,088
Sports Team Total		5,423	4,462	17,243	27,128	27,850	4,413	3,223	35,486	9,160	6,028	10,963	26,151	3,223	3,223	23,049	29,495	118,260
TOTAL		14,370	13,409	27,640	55,419	37,912	14,475	13,285	65,672	19,222	16,090	22,475	57,787	13,285	15,865	33,111	62,261	241,139



To: RSCVA Board of Directors

From: Jennifer Cunningham, Interim CEO

Cc: Mayor Hillary Schieve, Board Chair
Ann Silver, Vice Chair

Date: September 24, 2020

Subject: **Financial Support for New Air Service – Alaska Airlines/Reno-Palm Springs Service**

Executive Summary

Staff is requesting the Board of Directors review and approve risk mitigation funding for Alaska Airlines in the amount of up to \$100,000 to mitigate revenue shortfalls in the Alaska Airlines operations between Reno/Palm Springs during the period of December 17, 2020 through April 12, 2020.

Background/Analysis

Alaska Airlines will offer non-stop flights between Reno and Palm Springs from December 17, 2020 through April 12, 2021, at least five days a week. Alaska Airlines will use 76-seat Embraer 175 aircraft on this route. This will produce 6,000 one-way seats into the Reno Tahoe destination.

RASC will provide Alaska Airlines a minimum revenue guarantee and RSCVA will contribute \$100,000 to that minimum revenue guarantee. In addition to other concessions, the Reno-Tahoe Airport Authority will provide \$50,000 in marketing support.

All the marketing efforts for this service in the greater Palm Springs area will be conducted by the Regional Air Service Corporation (RASC) in partnership with the Reno-Tahoe Airport Authority and Alaska Airlines. The RSCVA will support the marketing efforts directly.



Fiscal Impact

Funds were removed from the Air Service fund for FY2020-21 due to budgetary cuts from an anticipated decline in business due to covid. Room tax has been coming in above forecasted budget in the current fiscal year. These funds will come directly from the surcharge dollars collected. Payment will be made to RASC.

Recommendation

Staff is recommending the RSCVA Board of Directors review and approve risk mitigation for Alaska Airlines in the amount of up to \$100,000 to fund any revenue shortfalls in the Alaska Airlines operations between Reno/Palm Springs during the period of December 17, 2020 through April 12, 2021.



To: RSCVA Board of Directors

From: Robert Chisel, VP of Finance & Operations
Julie Williams, Human Resources Manager

Cc: Jennifer Cunningham, Interim President & CEO
Mayor Hillary Schieve, Board Chair

Date: September 24, 2020

Subject: **Reno-Sparks Convention and Visitors Authority Employee Benefit Plans for Calendar Year 2021 and program for retiree health benefit buyout program**

Executive Summary

The RSCVA provides health insurance that includes medical, dental, vision, life insurance, short term disability, long term disability, and a health savings account. Attached is a summary of the current and proposed renewal rates. The RSCVA pays 100% of health insurance premiums for employees and 50% of employee dependent health insurance premiums. The RSCVA insurance broker shopped the health insurance and the proposal that management is recommending sees a 9% medical and short term disability insurance premium increase. The increase is less than the budgeted 10%.

In an effort to address the medical ratio for the RSCVA, which has currently 34 employees and 48 retirees enrolled, management is proposing a Retiree Health Benefit Buyout of an amount not to exceed \$50,000. The plan will offer the retiree the RSCVA's actual cost of their health insurance for 24 months for the retiree to agree to forego the RSCVA Retiree Health Benefit Subsidy.

Background

The RSCVA staff has anticipated and budgeted for a 10% rate increase to insurance premiums for the 2021 Benefit Plan year. With assistance from RSCVA broker, LP Insurance, United Healthcare has offered the RSCVA a 9% premium increase. This will be the first premium increase from United Healthcare in 2 years. Staff believes the medical premium increase is reasonable and is within the 2021 approved budget.

Kansas City Life (KCL) has offered a renewal of our current dental plan with 0% increase and a 0% premium increase for Long-Term Disability insurance. However, there is a 10% increase in Short-Term Disability premiums, which will result in an annual expense



increase of \$988 over 2020 STD premiums. The RSCVA has a rate guarantee with Vision Service Plan (VSP) for vision insurance until 7/1/2022. Similarly, United Healthcare has offered a rate guarantee until 1/1/2022 for Group Life and Accidental Death & Dismemberment insurance.

The RSCVA provides health insurance that includes medical, dental, vision, life insurance, short term disability, long term disability, and a health savings account. Attached is a summary of the current and proposed renewal rates. The RSCVA pays 100% of health insurance premiums for employees and 50% of employee dependent health insurance premiums. The medical insurance is provided through a high deductible/health savings account policy. The medical plan, as summarized in the Attachment, has a deductible of \$2,800 per individual, and \$5,600 for family (in network). The RSCVA provides a contribution to the employee's health saving account in the following amounts: employee only \$1,700, employee plus one \$3,000, and employee plus family \$4,000.

An additional cost for the RSCVA is a subsidy provided to some retirees for their health insurance premiums. The subsidy varies for retired employees, no subsidy is provided for retiree dependents. The retiree subsidy is based upon years of service and date of retirement. Prior to 2012, an employee of the RSCVA who leaves the RSCVA employment and denotes that they have retired will receive a retiree health insurance benefit for life based upon years of service:

- 20 + Years 100%;
- 15 – 19 Years 75%; and
- 10 – 14 Years 50%.

After 2012, new employees receive no retiree health benefit subsidy, and after November 2017, any new retiree only receives retiree health benefit subsidy to the age of 65.

As of September 1, 2020, the RSCVA has 34 employees and 48 retirees on the health insurance.

In order to minimize health insurance costs, staff implemented a Medicare HRA Alternative Plan for retirees of Medicare eligibility to switch insurance. This alternative went into effect in 2019. To date 11 of 19 eligible retirees have taken the plan removing them from our medical insurance coverage and reducing the medical ratios for the RSCVA.

Staff is aware of the pending difficulty in acquiring health insurance as the number of employees has dropped below 50 and the RSCVA would no longer qualify as a large group employer. In addition, our employee to retiree ratio is out of standard. Therefore, staff is looking at other innovative approaches to reduce the number of retirees on our health insurance plan, in addition to the Medicare HRA Alternative Plan. Therefore, staff is requesting that the board approve a Retiree Health Benefit Buyout Plan to be offered to retirees. The Retiree Health Benefit Buyout Plan will offer the retiree the RSCVA's actual



cost of the retiree's health insurance premiums for 24 months for the retiree to agree to forego the RSCVA Retiree Health Benefit Subsidy. The plan will be on a first come first accepted basis and capped at \$50,000 total cost, the approximate amount that was budgeted for a health insurance premium increase, but not realized.

Staff is recommending the renewal of all current benefit plans for the 2021 benefit year and the Retiree Health Benefit Buyout.

Fiscal Impact

The total estimated annual cost to the RSCVA to provide health insurance for calendar year 2021 is \$467,362. The increased cost was budgeted to begin on January 1, 2021 in the Fiscal Year 2021 budget. Health insurance costs will be included in future annual budgets

Recommendation

Staff recommends that the Board of Directors approve the recommended health insurance benefit plan as outlined by staff and the Retiree Health Benefit Buyout in an amount not to exceed \$50,000.

Market Survey Analysis

Prepared for



Presented By:

LP Insurance Services
Employee Benefits Division



Effective: January 1, 2021

LP Insurance Services, Inc.

License #710906

INSURANCE BROKERS * EMPLOYEE BENEFIT CONSULTANTS

Reno Sparks Convention & Visitors Authority

Medical Benefits & Cost Comparison

		Current & Renewal	
Carrier		United Healthcare \$2,800 80%	
Network		Choice Plus	
		<u>In-Network</u>	<u>Out-of-Network</u>
Individual Calendar Year Deductible		\$2,800	\$5,400
Family Calendar Year Deductible		\$5,600	\$10,800
Individual Calendar Year Out of Pocket Max.		\$5,000	\$10,000
Family Calendar Year Out of Pocket Max.		\$10,000	\$20,000
Primary Physician Copay		20% (d)	50% (d)
Specialist Physician Copay		20% (d)	50% (d)
Emergency Room		20% (d)	20% (d)
Urgent Care Center		20% (d)	50% (d)
Lab, X-Ray (Non-Hospital)		20% (d)	50% (d)
MRI, PET, CT Scans (Non-Hospital)		20% (d)	50% (d)
Outpatient Surgery		20% (d)	50% (d)
Inpatient Hospitalization		20% (d)	50% (d)
In Network Prescription Benefit:			
Tier I			\$10 (d)
Tier II			\$35 (d)
Tier III			\$60 (d)
Active Employee Rates:		Current	Renewal
Employee	18	\$331.77	\$361.63
Employee + Spouse	5	\$676.81	\$737.72
Employee + Children	3	\$912.37	\$994.49
Family	9	\$1,376.85	\$1,500.77
Non-Medicare Retiree Rates:			
Employee	26	\$331.77	\$361.63
Employee + Spouse	3	\$676.81	\$737.72
Employee + Children	0	\$912.37	\$994.49
Family	1	\$1,376.85	\$1,500.77
Medicare Retiree Rates:			
Retiree w/ Medicare (A&B)	5	\$265.32	\$289.20
Retiree + Spouse, both w/ Medicare (A&B)	1	\$529.81	\$577.50
	71		
Monthly Premium		\$38,374	\$41,828
Annual Premium		\$460,493	\$501,938
\$ over/(under) current		-	\$41,445
% over/(under) current		-	9.0%

RSCVA Annual Contributions



Current RSCVA Contributions

Enrollment Tier	Active			Non-Medicare			Medicare		
	Premium	HSA	Total	Premium	HSA	Total	Premium	HSA	Total
Employee	\$71,662	\$27,000	\$98,662	\$83,606	\$0	\$83,606	\$13,531	\$0	\$13,531
Employee + Spouse	\$19,906	\$13,500	\$33,406	\$10,948	\$0	\$10,948	\$3,184	\$0	\$3,184
Employee + Child	\$7,962	\$5,400	\$13,362	\$0	\$0	\$0	\$0	\$0	\$0
Employee + Children	\$3,981	\$3,500	\$7,481	\$0	\$0	\$0	\$0	\$0	\$0
Family	\$35,831	\$31,500	\$67,331	\$1,991	\$0	\$1,991	\$0	\$0	\$0
	\$139,343	\$80,900	\$220,243	\$96,545	\$0	\$96,545	\$16,715	\$0	\$16,715
Total (All Categories)	\$333,504								

Renewal RSCVA Contributions

Enrollment Tier	Active			Non-Medicare			Medicare		
	Premium	HSA	Total	Premium	HSA	Total	Premium	HSA	Total
Employee	\$78,112	\$27,000	\$105,112	\$91,131	\$0	\$91,131	\$14,749	\$0	\$14,749
Employee + Spouse	\$21,698	\$13,500	\$35,198	\$11,934	\$0	\$11,934	\$3,470	\$0	\$3,470
Employee + Child	\$8,679	\$5,400	\$14,079	\$0	\$0	\$0	\$0	\$0	\$0
Employee + Children	\$4,340	\$3,500	\$7,840	\$0	\$0	\$0	\$0	\$0	\$0
Family	\$39,056	\$31,500	\$70,556	\$2,170	\$0	\$2,170	\$0	\$0	\$0
	\$151,885	\$80,900	\$232,785	\$105,234	\$0	\$105,234	\$18,220	\$0	\$18,220
Total (All Categories)	\$356,239								
+/- vs current (\$)	\$22,735								
+/- vs current (%)	6.82%								

Reno Sparks Convention & Visitors Authority

Dental Benefits & Cost Comparison

Carrier	Kansas City Life	
Network	DDS	
	<u>PPO</u>	<u>OON</u>
Reimbursement	Neg. Fee	MAC
Individual Calendar Year Deductible	\$50	\$50
Family Calendar Year Deductible	\$150	\$150
Coverage Level:		
Preventive	0%	20%
Basic	20% (d)	40% (d)
Major	50% (d)	50% (d)
Orthodontia (child only)	50%	50%
Coverage:		
Cleaning Frequency	4 per year	
Composite Fillings	Anterior and Posterior	
Crowns	Major	
Endo and Perio	Basic	
Oral Surgery	Basic	
Implants	Not Covered	
Calendar Year Maximum	\$1,500	
Orthodontia Lifetime Maximum	\$1,000	
Roll-Over Benefits	Yes	
Waiting Periods (timely applicants):		
Basic	None	
Major	None	
Rates:	Current	Renewal
Employee 25	\$45.13	\$45.13
Employee + Spouse 11	\$105.76	\$105.76
Employee + Children 4	\$96.95	\$96.95
Family 9	\$151.57	\$151.57
49		
Monthly Premium	\$4,044	\$4,044
Annual Premium	\$48,522	\$48,522
\$ over/(under) current	-	\$0
% over/(under) current	-	0.00%
Rate Guarantee	Renews 1/1/2022	

Reno Sparks Convention & Visitors Authority

Vision Benefits & Cost Comparison

Carrier	VSP	
Network	Signature	
Frequency:	<u>PPO</u>	<u>OON</u>
Eye Exam	Every 12 months	
Lenses	Every 12 months	
Frames	Every 24 months	
Copayments:		
Exam	\$15	
Materials	\$0	
Schedule of Benefits:		
Vision Exam	covered in full after copay	Up to \$50
Single Vision Lenses	covered in full after copay	Up to \$50
Bifocal Lenses	covered in full after copay	Up to \$75
Trifocal Lenses	covered in full after copay	Up to \$100
Frames	Up to \$120	Up to \$70
Contact Lenses - Elective	Up to \$350	Up to \$105
Rates:	Current	
Employee	30	\$13.01
Employee + Spouse	6	\$23.72
Employee + Children	4	\$23.72
Family	9	\$32.24
	49	
Monthly Premium	\$918	
Annual Premium	\$11,012	
\$ above/(below) current	-	
% above/(below) current	-	
Rate Guarantee	Renews 7/1/2022	

Reno Sparks Convention & Visitors Authority

Life/AD&D Benefits & Cost Comparison

Carrier	United Healthcare	
Benefit Amount:		
Class 1- Executive, VPs,GMs, and Directors	2x Annual Earnings	
Class 2-EE's Earning \$30,000+/year	\$50,000	
Class 3-EE's Earning <\$30,000/year	\$30,000	
Class 4*-Retirees who Retired Prior to 1/1/99	\$15,000	
Class 5*-All other Eligible Retirees	\$50,000	
Dependents:		
Spouse	\$5,000	
Child	\$1,000	
Plan Features:		
Accelerated Death Benefit	Included	
Portability	Not Included	
Waiver of Premium	Included	
Travel Assistance	Included	
Benefit Reduces To:		
at age 65	None	
at age 70	50%	
at age 75	50%	
Rates:	Current	Renewal
Volume	\$6,509,500	\$6,509,500
Life/AD&D per \$1,000	\$0.370	\$0.370
Dep Life per Unit	\$1.75	\$1.750
Est. Monthly Premium	\$2,409	\$2,409
Est. Annual Premium	\$28,902	\$28,902
\$ over/(under) current	-	\$0
% over/(under) current	-	0.0%
Rate Guarantee	Renews 1/1/2022	

Reno Sparks Convention & Visitors Authority

Short Term Disability Benefits & Cost Comparison

Carrier	Kansas City Life	
Class Definition		
Class 1	Executives, VPs, GMs, Directors	
Class 2	EE's Earning \$30,000 +/-year	
Class 3	EE's Earning <\$30,000/ year	
Elimination Period		
Class 1	7 days	
Class 2	7 days	
Class 3	7 days	
Benefit Duration		
Class 1	13 weeks	
Class 2	26 weeks	
Class 3	26 weeks	
Replacement Ratio		
Class 1	67%	
Class 2	60%	
Class 3	60%	
Maximums		
Class 1	\$1,250	
Class 2	\$600	
Class 3	\$600	
Earnings Definition	Excludes bonuses, commissions, OT	
Earnings Loss Requirement	20%	
Occupational	Non-Occupational	
FICA Paid By	Carrier	
W-2 Preparation	Carrier	
Pre-existing Condition	None	
Rates:	Current	Renewal
Volume	\$27,448	\$27,448
Monthly Rate (per \$10 of benefit)	\$0.31	\$0.34
Est. Monthly Premium	\$851	\$933
Est. Annual Premium	\$10,211	\$11,199
% over/(under) current	-	10%
\$ over/(under) current	-	\$988
Rate Guarantee	Renews 1/1/2021	

Reno Sparks Convention & Visitors Authority

Long Term Disability Benefits & Cost Comparison

Carrier	Kansas City Life	
Class Definition		
Class 1	Executives, VPs, GMs, Directors	
Class 2	EE's Earning \$30,000 +/-year	
Class 3	EE's Earning <\$30,000/year	
Elimination Period		
Class 1	90 days	
Class 2	180 days	
Class 3	180 days	
Replacement Ratio		
Class 1	67%	
Class 2	60%	
Class 3	60%	
Maximum Monthly Benefit	Benefit	Eligible Earnings
Class 1	\$6,000	\$107,463
Class 2	\$5,000	\$89,552
Class 3	\$5,000	\$89,552
Earnings Definition	Excludes bonuses, commissions, OT	
Own Occupation Timeframe		
Class 1	5 years	
Class 2, Class 3	5 years	
Earnings Loss Requirement	20%	
Any Occupation Timeframe		
Class 1	SSNRA	
Class 2, Class 3	SSNRA	
Earnings Loss Requirement	40%	
Limitations:		
Self Reporting	24 Months	
Mental Nervous/Drug &Alcohol	24 Months	
Occupational	Non-Occupational	
FICA Paid By	Carrier	
W-2 Preparation	Carrier	
Pre-existing Condition	3/12	
Rates:	Current	Renewal
Volume	\$272,259	\$272,259
Monthly Rate (per \$100 of payroll)	\$0.35	\$0.35
Est. Monthly Premium	\$953	\$953
Est. Annual Premium	\$11,435	\$11,435
\$ over/(under) current	-	\$0
% over/(under) current	-	0%
Rate Guarantee	Renews 1/1/2021	