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RENO-SPARKS CONVENTION AND VISITORS AUTHORITY
NOTICE OF PUBLIC MEETING
MEETING OF THE BOARD OF DIRECTORS
Thursday, September 24, 2026, at 10:00 a.m.
Reno-Sparks Convention and Visitors Authority
4065 S. Virginia Street, Board Room
Reno, Nevada

BOARD OF DIRECTORS:
Ms. Cortney Young, Chair

Councilwoman Charlene Bybee
Mayor Hillary Schieve
Mr. Greg Long
Mr. Richard Jacobs
Commissioner Clara Andriola
Mr. John Farahi
Mr. Glenn Carano
Mr. Ryan Bellows

THIS NOTICE AND AGENDA HAVE BEEN POSTED PER NRS REQUIREMENT, AT LEAST THREE BUSINESS DAYS BEFORE THE MEETING, IN ACCORDANCE WITH NRS 241.020, AT THE MEETING LOCATION AND AT THE FOLLOWING WEBSITES:

RSCVA Website: www.rscva.com/public-meetings
Online at http://notice.nv.gov/

This meeting is being live streamed and may be viewed by the public at the following link: www.rscva.com/public-meetings

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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 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. 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 Myrra Estrellado, 4065 South Virginia Street, Suite 100, Reno, NV (775) 827-7737.

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 or on "action" items immediately before board discussion of such "action" items. Members of the public desiring to speak must complete a "Request to Speak" form and return it to the RSCVA clerk at the meeting. 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. Public comments may not be accepted after the Chairman closes any period for public comment.

C. CONSENT AGENDA

(All consent items may be approved together with a single motion, be taken out of order, and/or be heard and discussed individually. All consent agenda items pulled for discussion will be heard after approval of the remaining consent agenda items)

C1. Approval of the Agenda of the September 24, 2026, Regular Meeting of the Board of Directors

For Possible Action

C2. Approval of the Minutes of the August 27, 2026, Regular Meeting of the Board of Directors

For Possible Action

C3. Review, Discuss, and Possible Action to approve staff's recommendation to award JC Pro Inc., for the purchase of BSS Soundweb Omni 512p and 32e processor hardware as replacement equipment for the current PA System at the Reno-Spark Convention Center, pursuant to NRS 332.115(1)(g). In an amount not to exceed $277,102.00. (This includes a 10% contingency)

For Possible Action

D. PRESENTATIONS

D1. Presentation: Business Development Update, Marcus Johnson, Director of Business Development.

Marcus Johnson, Director of Business Development, will provide an update on RSCVA's local business development efforts, covering Fiscal Year 2025–2026 through the current fiscal year-to-date. The presentation will include an overview of targeted markets and key companies, business development strategies, collaborative efforts, and identified opportunities.

Informational Only

D2. Public Relations Update

Nicolle Lowe, Director of Communications, will provide a brief public relations update on earned media attention surrounding Visit Reno Tahoe's record year across major markets and national trade publications.

Informational Only

D3. Reno-Sparks Convention and Visitors Authority Department Updates

Members of the Senior Leadership Team will deliver updates on current activities and initiatives.

Informational Only

E. BOARD MATTERS

E1. Review, Discussion and Possible Approval Regarding Longevity Pay and Deferred Compensation Benefits

The Board is being asked to review, discuss, and take possible action to approve two benefit programs for all full-time RSCVA employees. If approved, all full-time RSCVA employees will have the opportunity during open enrollment to elect to participate in one of the following programs. The liability associated with each program is anticipated to be within each Department's approved budget, with each Department covering the costs associated with its employees.

1. A five percent (5%) deferred compensation program match. The projected liability associated with the Deferred Compensation Program based on anticipated employee participation is estimated at approximately $202,837 annually, with a potential maximum estimated at $500K if all full-time

employees participate in this program at the full five percent (5%) level.
2. Longevity Pay- After one year of continuous service, an annual longevity payment ranging from $1,000-$5,000 based on years of service. The projected liability associated with the Longevity Pay Benefit is estimated at approximately $85,000 annually based on anticipated employee participation, with a potential maximum estimated at $156,000 if all full-time employees elect to participate in this program.
These costs may vary based on employee participation, which is estimated to be less than the maximum.
If approved by the Board, staff will prepare proposed policies for Board consideration at a future meeting with implementation of the foregoing programs contingent on Board adoption of the requisite policies.

For Possible Action

F. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES

RSCVA Board Members may share announcements, reports, updates, and requests for information and future agenda items. This item is informational only, and no discussion among Board Members will take place on this item.

Informational Only

G. 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.

H. 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, NV 89504 USA
t: 775.827.7600
VisitRenoTahoe.com

Reno-Sparks Convention & Visitors Authority
Meeting held Thursday, August 27, 2026, at 10:00 am
4065 S. Virginia Street, Board Room
Reno, Nevada

The Reno-Sparks Convention & Visitors Authority Board of Directors met at 10:00 am on Thursday, August 27, 2026. The meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

A. OPENING CEREMONIES

A1. Call to Order
Chair Young called the meeting to order at 10:00 am.

A2. Pledge of Allegiance
Chad Peters, Executive Director of Facilities led the pledge.

A3. Roll Call
The Clerk of the Board took roll call.

Board Members Present:
Cortney Young, Chair
Clara Andriola, Vice Chair
Hillary Schieve, Board Member (until 12:13 pm)
Ryan Bellows, Board Member
Charlene Bybee, Board Member
Glenn Carano, Board Member (until 11:30 am)
John Farahi, Board Member
Greg Long, Board Member

Board Members Absent:
Richard Jacobs, Board Member

RSCVA Executive Staff Present:
Mike Larragueta, President and Chief Executive Officer
Robert Chisel, Financial Consultant
Christina Erny, Chief Marketing Officer
Renee McGinnes, Vice President of Venue Operations
Amanda Flangas, Executive Director of Sales
Chad Peters, Executive Director of Facilities
Lori Tange, Executive Director of Human Resources
RSCVA Legal Counsel:
Benjamin Kennedy, Argentum Law
Molly Rezac, Ogletree Deakins
Board Clerk:
Myrra Estrellado, Administrative Office Manager and Board Clerk

B. COMMENTS FROM THE FLOOR BY THE PUBLIC

Chair Young opened the floor to public comment; there was none. Public comment was closed.

C. CONSENT AGENDA

C1. Approval of the Agenda of the August 27, 2026, Regular Meeting of the Board of Directors

C2. Approval of the Minutes of the June 25, 2026, Regular Meeting of the Board of Directors

C3. Review and Possible Approval of the RSCVA Fiscal Year 2026/2027 Cvent Supplier Network Contract

C4. Review, Discuss, and Possible Action to Approve Staff's Recommendation to Award Johnson Controls, Inc. PWP-WA-2026-527 for the Purchase and Installation of a New Cooling Tower, to Replace Cooling Tower 3 for the Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program, NRS 332.195. (SourcewellContract #080824-JHN) In an Amount Not to Exceed $853,575.00 (This Includes a 10 % Contingency)

On a motion made by Vice Chair Andriola, seconded by Board Member Bybee, it was resolved to approve Items C1, C2, C3, and C4 on the consent agenda as presented. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

D. PRESENTATIONS

D1. Review, Discuss and Possible Action to approve Staff's Recommendation to Award Hussey Seating PWP-WA-2026-503 for the Purchase and Installation of a New Telescopic Bleacher System for the Reno Events Center by use of a Government Cooperative Purchasing Program. (Sourcewell Contract #081523-HSC) In an amount not to exceed $6,300,000.00. (This Includes a 3.32% Contingency)

Todd Vihil, Director of Project Development at Hussey Seating, presented the proposed telescopic seating replacement for the Reno Events Center, outlining the company's manufacturing process, the functionality of telescopic platforms, and key improvements including updated configurations, reduced closed footprint, and an expected 25-year lifecycle. He responded to Board questions regarding maintenance, warranty options, and annual ICC inspections, and staff confirmed they will work with Hussey Seating to develop a maintenance plan and report back at the next meeting. Additional questions addressed facility size, feasibility study projections, and investment in a city-owned venue.

On a motion made by Board Member Bellows, seconded by Board Vice Chair Andriola, it was resolved to approve Hussey Seating PWP-WA-2026-503 for the purchase and installation of a new telescopic bleacher system for the Reno Events Center, in an amount not to exceed $6,300,000.00 including a 3.32% contingency. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

Board Member Schieve left the meeting at 10:23am, she returned at 10:26am.

D2. **For Possible Action-Discussion and Possible Action on a Resolution of Intent of the Reno-Sparks Convention & Visitors Authority, Proposing the Issuance in the Name and on Behalf of Washoe County, Nevada, General Obligation (Limited Tax) Reno-Sparks Convention & Visitors Authority Convention Center Bonds (Additionally Secured by Pledged Revenues) in the Maximum Aggregate Principal Amount of $25,000,000 for the Purpose of Financing Convention Center Facilities; Authorizing the Publication of Notices Related Thereto; And Providing Other Matters Properly Related Thereto (Two-Thirds Majority Vote Required)**

On a motion made by Board Member Carano, seconded by Vice Chair Andriola, it was resolved to approve Resolution No. 607, proposing the issuance in the name and on behalf of Washoe County of general obligation limited tax bonds in the maximum aggregate principal amount of $25,000,000 for the purpose of financing convention center facilities, authorizing publication of notices related thereto, and providing other matters properly related thereto. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

D3. **Review, Discussion, and Possible Action to Approve the Revised Strategic Plan Priorities for Fiscal Year 2026/2027**

Mike Larragueta presented the revised strategic plan priorities for fiscal year 2026/2027, highlighting six focus areas aimed at strengthening tourism performance. He outlined initiatives including venue technology upgrades, air service development, AI adoption, event development, and continued investment in the Reno-Sparks Convention Center. Board members asked questions about survey methods and competitive benchmarking, and staff provided clarification on sentiment studies and planned site visits.

On a motion made by Vice Chair Andriola, seconded by Board Member Carano, it was resolved to approve the revised strategic plan priorities for fiscal year 2026/2027 as presented. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

Board Member Schieve left the meeting at 10:33am, she returned at 10:34am

D4. **Review, Discuss, and Possible Action to Recommend Award of Request for Proposal #2026-EXEC01, for the Reno-Sparks Convention & Visitors Authority – Government Affairs Representation to Wadhams Advisors**

Required disclosures were made: Board Member Bellows disclosed NV Energy’s existing contract with Wadhams Advisors, and Chair Young disclosed personal friendships with principals of both the Griffin Company and Wadhams Advisors; both parties confirmed no conflicts and participated in the item. The Board discussed bill-tracking visibility, and requested more regular legislative updates, which Wadhams Advisors agreed to provide. It was also clarified that the agreement is an annual contract with a 30-day termination clause.

On a motion made by Board Member Farahi, seconded by Vice Chair Andriola, it was resolved to approve the selection of Wadhams Advisors as the Government Affairs Representative under RFP 2026-EXEC01. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

Board Member Long left the meeting at 10:49am, he returned at 10:51am.

D5. Mike Larragueta, President/Chief Executive Officer Evaluation for 2025/2026, Merit Increase and Bonus Determination

D6. Review and Discussion of President/ Chief Executive Officer Employment Agreement and President/ Chief Executive Officer Evaluation and Compensation Policy

Staff presented the fiscal year 2025/2026 goal results. The Board requested a departmental breakdown of gains and losses to help identify future investment areas, with staff noting this analysis can be provided once audited financials are released in October. Mike Larragueta delivered the year-in-review presentation. The Board commented on staff's efforts and commended the leadership for driving meaningful improvements across the organization.

On a motion made by Vice Chair Andriola, seconded by Board Member Schieve, it was resolved to approve the chief executive officer merit increase as recommended, the bonus as recommended, and the revisions to the employment contract as presented for Items D5 and D6. The motion was **APPROVED** by a vote of 7-2-0. Motion carried.

Board Member Carano left the meeting at 11:10am, he returned at 11:11am
Board Member Carano left the meeting at 11:11am, he returned at 11:12am
Board Member Farahi left the meeting at 11:20am, he returned at 11:23am
Board Member Carano left the meeting at 11:30am, he did not return
Board Member Schieve left the meeting at 11:32am, she returned at 11:34am
Board Member Schieve left the meeting at 11:51am, she returned at 11:52am

D7. Discussion and Possible Action to Provide Full-Time RSCVA Employees a Five Percent (5%) Deferred Compensation Program Match

It was noted that this item was intentionally brought forward for Board discussion and review as part of the chief executive officer's broader evaluation of employee benefits. Mike Larragueta explained that the leadership team has been assessing multiple benefit enhancements over the past year and outlined the rationale for considering a 5% deferred compensation match as a retention tool. If all eligible employees participated, the maximum financial impact would be approximately $500,000, though based on historical participation rates, the likely cost would be closer to $150,000 to $200,000, which could be absorbed through salary savings.

The Board engaged in extensive discussion regarding the match, with some members expressing support for deferred compensation as a retention mechanism, and others raising concerns about equity, long-term liability, and the need to evaluate other potential benefits such as Health Savings Account contributions, vacation, sick leave, and insurance, before committing funds. Several members recommended conducting a comprehensive benefits analysis to compare costs and employee impact across options.

On a motion made by Board Member Schieve, seconded by Board Member Bybee, it was resolved to **table Item D7**, the proposed 5% deferred compensation program match for full-time RSCVA employees. The motion was **APPROVED** by a vote of 5-2-2. Motion carried.

Board Member Schieve and Chair Young voted against. Chair Young directed this item to return to the Board within 30 days.

E. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES

Board Member Bybee announced that the city of Sparks, in partnership with the Nevada Veterans Memorial Plaza, will host a 9/11 25th Anniversary Memorial Ceremony on Friday at 9:00 am at the Sparks Marina. The program will feature keynote speaker General Ron Bath and a planned military flyover. She also noted additional 9/11 ceremonies taking place in Reno and at the university.

Board Member Farahi requested that staff provide an update at the next meeting regarding outreach to regional corporate offices about holding meetings and events locally, including which companies have been contacted and the feedback received.

Chair Young provided an airport update, reporting that Reno-Tahoe International Airport remained open throughout recent wildfire activity with no commercial disruptions. Reno-Stead Airport supported extensive firefighting operations and experienced its second-busiest fire season since 2017. She also noted preparations for the inaugural nonstop flight to Nashville, anticipated Burning Man travel activity, and continued progress on airport construction projects, which remain on schedule and on budget.

Vice Chair Andriola thanked RSCVA staff for their rapid coordination and support during recent wildfire evacuations, noting that shelter personnel described the interagency cooperation as "seamless." She highlighted the emergency declaration issued by Washoe County and signed by Governor Lombardo, the 93% containment progress, and the lifting of all evacuation orders. She also announced a community meeting at O'Brien Middle School at 7:00 pm on August 27, held to address resident questions and provide information on evacuation procedures and fire response operations.

F. COMMENTS FROM THE FLOOR BY THE PUBLIC

Chair Young opened the floor to public comment; there was none. Public comment was closed.

G. ADJOURNMENT

Chair Young adjourned the meeting at 12:23 pm.
The meeting may be viewed at the following:
08/27/2026 RSCVA BOD Mtg https://www.youtube.com/watch?v=yXmonkFZF20

To: RSCVA Board of Directors

From: Renee McGinnes, Vice President of Venue Operations
Chad Peters, Executive Director of Venue Operations

Cc: Cortney Young, RSCVA Board Chair

Date: September 24, 2026

Subject: Review, Discuss, and Possible Action to approve Staff's recommendation to award JC Pro Inc., for the purchase of a BSS Soundweb Omni 512p and 32e processor hardware as replacement equipment for the current Public Address System at the Reno-Sparks Convention Center, under NRS 332.115(1)(g). In an amount not to exceed $277,102.00. (This includes a 10% contingency)

Executive Summary

The purpose of this agenda item is to review staff's recommendations to award a contract to JC Pro, Inc for the purchase of a new BSS Soundweb Omni 512p and 32e processor hardware for the Reno-Sparks Convention Center's Public Address System, under Nevada Revised Statutes NRS 332.115(1)(g). This item was approved in the Fiscal Year 2027 Capital Improvement Budget in the amount of $725,000.

Background

The RSCC currently relies on an audio distribution network that runs on analog quarter inch patch cables which were installed in 2002. Over the past twenty years, this hardware has served as the backbone for all facility-wide audio routing, emergency announcements, background music, and localized sound distribution across 600,000 square feet of exhibit spaces, meeting rooms, and ballroom.

These processors will replace that patching with a shared digital audio network built on **Dante** and **AES67**, that will ride on the same IP network the IT department already runs for data. Once these processors are installed, meeting rooms F and A will join the exhibit halls on one shared network. This enables quick patching audio throughout the building for announcements.

Historically, the existing hardware has failed to meet the baseline operational requirements, resulting in many client complaints. The system has suffered from restricted channel capacities, and an inflexible routing framework. Rather than acting as a seamless platform for the facility, the current processor has forced staff to rely on labor-intensive workarounds.

Fiscal Impact

The proposed cost of the Processor Hardware will be in an amount of two hundred fifty-one thousand nine hundred eleven dollars and twenty-three cents. ($251,911.23). Staff is also recommending a 10% contingency in the amount of twenty-five thousand one hundred ninety-one dollars ($25,191). This will make the total contract not to exceed two hundred seventy-seven thousand one hundred two dollars. ($277,102). The funds for this project were approved in the FY 2027 Capital Budget.

Recommendation

RSCVA staff is recommending approval of the award to purchase a BSS Soundweb Omni 512p and 32e processor hardware to JC Pro, Inc. as replacement equipment for the current Public Address System at the Reno-Sparks Convention Center, as allowed under NRS 332.115(1)(g). In the amount of $251,911.23 with a contingency of $25,191 for a total not to exceed $277,102.

Proposed Motion

I move to award the proposal for the processor hardware to JC Pro, Inc., in an amount not to exceed two hundred seventy-seven thousand one hundred two dollars ($277,102).

To: RSCVA Board of Directors

From: Lori Tange, Executive Director of Human Resources

Date: September 24, 2026

Subject: **Discussion and possible action to provide full-time RSCVA employees additional benefit choices to include either a five percent (5%) Deferred Compensation Program match or a Longevity Pay benefit of ranging from $1K-$5K based on years of service.**

Executive Summary

The RSCVA is proposing an employee benefit that the Authority shall contribute One Dollar ($1.00) for each One Dollar ($1.00) deferred and invested by the employee in the RSCVA approved Deferred Compensation program, up to a maximum RSCVA contribution equal to five percent (5.0%) of the employees biweekly base wage not to exceed a total RSCVA contribution of one-half of the limit established by Federal Law for the Standard Limit for 457(b) plans, **and** a Longevity program whereby the RSCVA will make an annual payment to each participating employee in an estimated amount ranging from $1K-$5K based on years of service and employee base wage.

Background

To remain competitive in today's challenging talent market, the RSCVA must continue to evaluate and enhance its total rewards strategy. Approving and offering additional benefit options through deferred compensation and/or longevity pay will strengthen the organization's ability to attract and retain highly qualified employees by providing meaningful incentives for long-term employment, reward dedicated service, support succession planning and ensure workforce stability. Additionally, implementing these benefit options will help align the RSCVA's compensation and benefits practices with those offered by comparable agencies and regional employers, ensuring the organization remains competitive in recruiting and retaining top talent, and reinforce the RSCVA's commitment to employee retention.

Fiscal Impact

The liability associated with each program is anticipated to be within each Department's approved budget, with each Department covering the costs associated with its employees. The maximum projected liability associated with the Deferred Compensation Program based on anticipated employee participation is estimated at approximately $202,837, with a potential maximum of $500,000 annually if all full-time employees participate at the five percent (5%) level.
The projected liability associated with the Longevity Pay Benefit is estimated at approximately $85,000 annually based on anticipated employee participation, with a potential maximum estimated at $156,000 if all full-time employees participate in the Longevity Pay program.

These costs of each program may vary based on employee participation.

Recommendation

It is recommended that the Board of Directors approve establishment of the RSCVA Deferred Compensation Program and Longevity Pay benefit.

Proposed Motion

I move to approve the creation of the RSCVA Deferred Compensation and Longevity Pay benefits programs on the terms presented, and direct staff to prepare proposed policies implementing such programs for Board review and approval at a future Board meeting.

Program	RSCVA		City of Reno		City of Sparks	Washoe County		TMWA	
Vacation	0-2 years	80 Hours	0-5 years	156 hrs	0-5 years- 80 hours	0-3 years	120 Hours	0-5 years	88 hours
	2-5 years	120 Hours	5-10 Years	183 hrs	5-10 years- 120 hours	3-5 Years	160 Hours	6-12 years	128 hours
	5-9 years	145 Hours	10-15 years	208 hrs	10-20 years- 160 hours	5-20 years	200 Hours	13-19 years	168 hours
	9+ years	169 Hours	15+ Years	234 hrs	20+ years- 200 hours	20+ Years	240 Hours	20-26 years	208 hours
								27+ Years	248 hours
Vacation Accrual Max.	0-24 Months	160 Hours	0-60 months	156 hrs		All	240 Hours	0-5 years	160 hours
	25-60 Months	240 Hours	60-120	183 hrs				6-12 years	240 hours
	61-108 Months	288 Hours	120-180	208 hrs				13-19 years	320 hours
	109 + Months	336 Hours	180+	234 hrs	Less than 5 years: 4.6 hours/biweekly (119.6 hrs/year); 5+ years: 7.0 hours/biweekly (182 hrs/year); 10+ years: 7.6 hours/biweekly (197.6 hrs/year); 15+ years: 8.4 hours/biweekly (218.4 hrs/year); 20+ years: 8.9 hours/biweekly (231.4 hrs/year). Maximum accrual: 560 hours.			20-26 years	400 hours
								27+ Years	480 hours
Holidays	12 Days		12 Days		12 days	12 Days		13 Days	
Sick	0-10 Years	120 Hours	104 hours		130 hours	0-10 Years	120 Hours	120 hours	
	10+ Years	144 Hours				10+ Years	145 Hours		
Sick Payout	Current Liability	$160,957	Ranges from 40%-90%; For 5 - 23 years of service		Retirement eligible employees with at least 10 years continuous service may elect either Sick Leave Conversion to retiree health or Cash-Out Receive 20% of the cashed-out hours as paid compensation. Maximum annual payout equals 80 hours for any hours over 400.	10+ Years	Over 300 Hrs 50%	Employees may cash out up to 48 hours annually of sick leave balances exceeding 700 hours. At retirement, 100% of unused sick leave over 700 hours is converted to a Retirement Health Savings (RHS) account.	
	For All	$996,648					Up to 800 Hours		
Longevity	Proposed	Ranging from $1K-$5K based on years of service. 1-3 years $1,000 4-6 years $1,500 7-10 years $2,000 11-15 years $2,500 16-20 years $3,000 21-25 years $3,500 26-30 years $4,000 31+ years $5,000	After 5 Yrs of continuous service 0.5% of base pay for each year of service up to a maximum of 12.5% after 25 years. 5 years = 2.5% 10 years = 5.0% 15 years = 7.5% 20 years = 10.0% 25 years = 12.5% (maximum)		After 5 Yrs of continuous service annual longevity payment equals 0.5% of base salary for each year of service, up to 10% of base salary. Maximum payment is $4,500 annually.	5 Yrs $1,500 6 Yrs $1,600 7 Yrs $1,700 8 Yrs $1,800 9 Yrs $1,900 10 Yrs $3,000 11 Yrs $3,100 12 Yrs $3,200 13 Yrs $3,300 14 Yrs $3,400 15 Yrs $3,500 16 Yrs $3,600 17 Yrs $3,700	18 Yrs $3,800 19 Yrs $3,900 20 Yrs $4,000 21 Yrs $4,100 22 Yrs $4,200 23 Yrs $4,300 24 Yrs $4,400 25 Yrs $4,500 26 Yrs $4,600 27 Yrs $4,700 28 Yrs $4,800 29 Yrs $4,900 30+ Yrs $5,000	N/A	
Deferred Comp Match	Proposed	One Dollar ($1.00) for each One Dollar ($1.00) up to a maximum RSCVA contribution equal to five percent (5.0%) of the employees biweekly base wage not to exceed a total contribution of one-half of the limit established by Federal Law	$1.00 for $1.00 up to 5% of EE biweekly pay		Employee contributes minimum $125 per pay period and City matches up to $125 per pay period.	N/A		$1.00 for $1.00 up to 5% (after 1 year of service) 97% participation rate	
Retiree Health	N/A		Yes		Sick leave conversion account: 50%-100% based on years of service.			Paid through VEBA/OPEB after 10 years of service upon retirement. Employees pay a premium	
					May convert accumulated sick leave into a retiree health account: 10 Yrs = 50%, 15 Yrs = 75%, 20 Yrs = 85%, 22 Yrs = 90%, 23 Yrs = 95%, 25+ Yrs = 100% of accrued sick leave value available for future premium payments				
Other						Use 0-16 hours of sick leave earn 12 hours of personal leave; use 16.01-20 hours of sick leave receive 4 hours of personal leave.			

Years of Service	Longevity	Def Comp 5.0%	Chosen on Wage
12.24	$ 2,500.00	$ 8,172.32	$ 8,172.32
4.76	$ 1,500.00	$ 6,754.80	$ 6,754.80
4.58	$ 1,500.00	$ 5,004.48	$ 5,004.48
3.15	$ 1,000.00	$ 4,177.68	$ 4,177.68
3.56	$ 1,000.00	$ 4,167.28	$ 4,167.28
8.74	$ 2,000.00	$ 2,627.04	$ 2,000.00
1.37	$ 1,000.00	$ 2,439.84	$ 1,000.00
2.11	$ 1,000.00	$ 2,228.72	$ 1,000.00
21.83	$ 3,500.00	$ 4,956.64	$ 4,956.64
4.58	$ 1,500.00	$ 5,864.56	$ 5,864.56
1.18	$ 1,000.00	$ 4,356.56	$ 4,356.56
1.08	$ 1,000.00	$ 2,356.64	$ 1,000.00
4.97	$ 1,500.00	$ 4,366.96	$ 4,366.96
3.90	$ 1,000.00	$ 2,575.04	$ 1,000.00
3.95	$ 1,000.00	$ 3,376.88	$ 1,000.00
2.40	$ 1,000.00	$ 2,250.56	$ 1,000.00
2.40	$ 1,000.00	$ 2,587.52	$ 1,000.00
3.10	$ 1,000.00	$ 3,552.64	$ 1,000.00
2.57	$ 1,000.00	$ 3,510.00	$ 1,000.00
4.58	$ 1,500.00	$ 2,627.04	$ 1,500.00
5.43	$ 1,500.00	$ 4,567.68	$ 4,567.68
2.40	$ 1,000.00	$ 3,485.04	$ 1,000.00
3.96	$ 1,000.00	$ 2,411.76	$ 1,000.00
1.73	$ 1,000.00	$ 4,291.04	$ 4,291.04
7.94	$ 2,000.00	$ 7,915.44	$ 7,915.44
3.88	$ 1,000.00	$ 4,140.24	$ 1,000.00
22.55	$ 3,500.00	$ 6,081.92	$ 6,081.92
5.45	$ 1,500.00	$ 5,999.76	$ 5,999.76
4.09	$ 1,500.00	$ 3,450.72	$ 1,500.00
15.59	$ 2,500.00	$ 11,960.00	$ 11,960.00
5.25	$ 1,500.00	$ 4,612.40	$ 4,612.40
0.87	$ -	$ 2,749.76	$ -
15.74	$ 2,500.00	$ 7,796.88	$ 7,796.88
0.51	$ -	$ 8,749.52	$ 8,749.52
4.63	$ 1,500.00	$ 6,897.28	$ 6,897.28
8.79	$ 2,000.00	$ 3,648.32	$ 2,000.00
3.00	$ 1,000.00	$ 4,598.88	$ 4,598.88
2.16	$ 1,000.00	$ 5,058.56	$ 5,058.56
1.71	$ 1,000.00	$ 2,439.84	$ 1,000.00
4.58	$ 1,500.00	$ 2,602.08	$ 1,500.00
7.79	$ 2,000.00	$ 6,637.28	$ 6,637.28
3.10	$ 1,000.00	$ 2,627.04	$ 1,000.00
4.58	$ 1,500.00	$ 3,616.08	$ 1,500.00
7.12	$ 2,000.00	$ 7,118.80	$ 7,118.80
2.50	$ 1,000.00	$ 2,318.16	$ 1,000.00
3.48	$ 1,000.00	$ 6,407.44	$ 6,407.44
2.21	$ 1,000.00	$ 3,448.64	$ 1,000.00
11.84	$ 2,500.00	$ 5,923.84	$ 5,923.84
4.01	$ 1,500.00	$ 3,939.52	$ 1,500.00
4.58	$ 1,500.00	$ 3,259.36	$ 1,500.00
3.00	$ 1,000.00	$ 3,616.08	$ 1,000.00

3.82	$ 1,000.00	$ 3,013.92	$ 1,000.00
13.45	$ 2,500.00	$ 6,817.20	$ 6,817.20
2.67	$ 1,000.00	$ 2,613.52	$ 1,000.00
1.37	$ 1,000.00	$ 3,213.60	$ 1,000.00
9.86	$ 2,000.00	$ 12,250.00	$ 12,250.00
27.60	$ 4,000.00	$ 7,195.76	$ 7,195.76
4.44	$ 1,500.00	$ 4,119.44	$ 1,500.00
4.57	$ 1,500.00	$ 4,258.80	$ 4,258.80
12.37	$ 2,500.00	$ 5,518.24	$ 5,518.24
3.68	$ 1,000.00	$ 2,926.56	$ 1,000.00
1.79	$ 1,000.00	$ 6,179.68	$ 6,179.68
4.42	$ 1,500.00	$ 4,389.84	$ 4,389.84
4.94	$ 1,500.00	$ 3,604.64	$ 1,500.00
3.82	$ 1,000.00	$ 3,355.04	$ 1,000.00
4.58	$ 1,500.00	$ 3,616.08	$ 1,500.00
10.15	$ 2,000.00	$ 4,534.40	$ 4,534.40
4.58	$ 1,500.00	$ 9,750.00	$ 9,750.00
2.96	$ 1,000.00	$ 3,348.80	$ 1,000.00
4.58	$ 1,500.00	$ 5,628.48	$ 5,628.48
2.92	$ 1,000.00	$ 3,151.20	$ 1,000.00
0.62	$ -	$ 2,080.00	$ -
3.55	$ 1,000.00	$ 4,160.00	$ 4,160.00
4.47	$ 1,500.00	$ 4,284.80	$ 4,284.80
32.22	$ 5,000.00	$ 6,978.40	$ 6,978.40
8.83	$ 2,000.00	$ 7,000.24	$ 7,000.24
0.59	$ -	$ 2,132.00	$ -
2.32	$ 1,000.00	$ 2,228.72	$ 1,000.00
9.29	$ 2,000.00	$ 4,189.12	$ 4,189.12
2.92	$ 1,000.00	$ 8,054.80	$ 8,054.80
3.79	$ 1,000.00	$ 4,723.68	$ 4,723.68
3.84	$ 1,000.00	$ 5,042.96	$ 5,042.96
1.52	$ 1,000.00	$ 2,272.40	$ 1,000.00
4.58	$ 1,500.00	$ 2,992.08	$ 1,500.00
1.35	$ 1,000.00	$ 2,132.00	$ 1,000.00
0.64	$ -	$ 3,120.00	$ -
1.20	$ 1,000.00	$ 6,300.32	$ 6,300.32
Service	**Longevity**	**Def Comp 5.0%**	**Chosen on Wage**
3.75	$ 1,000.00	$ 3,386.24	$ 1,000.00
2.57	$ 1,000.00	$ 3,476.72	$ 1,000.00
7.93	$ 2,000.00	$ 3,309.28	$ 2,000.00
0.87	$ -	$ 2,249.52	$ -
13.27	$ 2,500.00	$ 5,411.12	$ 5,411.12
4.58	$ 1,500.00	$ 3,521.44	$ 1,500.00
1.58	$ 1,000.00	$ 2,185.04	$ 1,000.00
2.92	$ 1,000.00	$ 6,366.88	$ 6,366.88
4.58	$ 1,500.00	$ 3,616.08	$ 1,500.00
8.58	$ 2,000.00	$ 3,799.12	$ 2,000.00
4.38	$ 1,500.00	$ 6,065.28	$ 6,065.28
3.42	$ 1,000.00	$ 7,035.60	$ 7,035.60
2.84	$ 1,000.00	$ 3,616.08	$ 1,000.00
3.13	$ 1,000.00	$ 4,262.96	$ 4,262.96
0.92	$ -	$ 5,775.12	$ 5,775.12

3.19	$ 1,000.00	$ 5,047.12	$ 5,047.12
1.75	$ 1,000.00	$ 3,901.04	$ 1,000.00
2.23	$ 1,000.00	$ 7,930.00	$ 7,930.00
9.54	$ 2,000.00	$ 7,858.24	$ 7,858.24
1.42	$ 1,000.00	$ 3,862.56	$ 1,000.00
4.57	$ 1,500.00	$ 2,306.72	$ 1,500.00
2.40	$ 1,000.00	$ 2,463.76	$ 1,000.00
1.51	$ 1,000.00	$ 2,488.72	$ 1,000.00
22.68	$ 3,500.00	$ 5,946.72	$ 5,946.72
4.62	$ 1,500.00	$ 3,713.84	$ 1,500.00
	$ 156,000.00	$ 507,094.48	$ 395,393.76
		$ 202,837.79	
		40%	