

**RENO-SPARKS CONVENTION AND VISITORS AUTHORITY  
NOTICE OF PUBLIC MEETING  
MEETING OF THE BOARD OF DIRECTORS  
Thursday, October 22, 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

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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](http://www.rscva.com/public-meetings)

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

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

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## **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 October 22, 2026, Regular Meeting of the Board of Directors**

For Possible Action

### **C2. Approval of the Minutes of the September 24, 2026, Regular Meeting of the Board of Directors**

For Possible Action

### **C3. Approval of the 2027 renewal of Anthem Blue Cross Blue Shield of Nevada for medical insurance, and MetLife for dental, vision, life, and short-term and long-term disability, with a total increase of 6.00% in premiums costs for a total amount not to exceed \$2,198,395.00.**

For Possible Action

### **C4. Review, Discussion and Possible Action to approve staff's recommendation to award Flooring Solutions of NV, Inc., for the purchase of new MityLite banquet chairs and racking system for the Reno Events Center and Reno-Sparks Convention Center by use of a Government Cooperative Purchasing Program, pursuant to NRS 332.195. (BuyBoard Contract #789-25) In an amount not to exceed \$3,130,336.07. (This includes a 10% contingency)**

For Possible Action

### **C5. Review, Discussion and Possible Action to Approve a Professional Service contract with BJG Architecture and Engineering to Design and Develop the Scope of Work for the Renovation of the Main and North Entrances at the Reno-Sparks Convention Center pursuant to NRS 332.115. In an amount not to exceed \$565,628.00. (This includes a 10% contingency)**

For Possible Action

## **D. PRESENTATIONS**

### **D1. Presentation: Miles Partnership**

Visit Reno Tahoe's agency of record, Miles Partnership, will provide an update on Reno Tahoe's marketing initiatives, with a focus on the evolving role of artificial intelligence in travel planning, destination marketing and visitor engagement. The presentation will highlight advancements in paid media, audience insights, brand strategy, website optimization and public relations, demonstrating how these efforts work together to strengthen Reno Tahoe's competitive position and drive visitation.

Informational Only

### **D2. The Decker/Royal Agency Public Relations Update**

Decker/Royal, Visit Reno Tahoe's national public relations agency, will share insights into the evolving media landscape, including the growing influence of AI on how travelers discover destinations and what these changes mean for earned media in 2027. The team will highlight how its strategies are adapting to keep Reno Tahoe competitive, along with recent earned media successes, national coverage and initiatives that are elevating the destination's visibility and reputation.

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, Discuss, and Possible Action to support transfer of the real property commonly known as 771 Southwood Boulevard, Incline Village, Nevada, from the Tahoe Transportation District to the Reno Housing Authority for future development as a workforce housing project.**

Washoe County Commissioner, Alexis Hill, will present and discuss the proposed transfer of 771 Southwood Boulevard, Incline Village, Nevada, from the Tahoe Transportation District to the Reno Housing Authority for future development as a workforce housing project. Commissioner Hill is requesting that the RSCVA Board of Directors take action to indicate its support of the foregoing transfer.

For Possible Action

**E2. Public hearing on the intent of the Board of Directors of Reno-Sparks Convention and Visitors Authority, to issue in the name and on behalf of Washoe County, Nevada, general obligation (limited tax) Reno-Sparks Convention and 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.**

For Possible Action

**E3. Public hearing and review, discussion, and possible action to approve the sale of 255.20 acre-feet of uncommitted water rights currently owned by the RSCVA (Permit numbers 80501 and 80502) to the Truckee Meadows Water Authority for \$7,500 per acre-foot for a total amount of \$1,914,000.**

The Board will conduct a public hearing pursuant to NRS 533.550 soliciting public comment regarding the proposed sale of 255.20 acre feet of water rights represented by Permits 80501 and 80502 to the Truckee Meadows Water Authority for a total purchase price of \$1,914,000.00. At the conclusion of the public hearing, the Board is being asked to review, discuss, and take possible action to: (i) adopt the written findings required pursuant to NRS 33.550(1)(a)-(d); (ii) approve the sale of the foregoing water rights; and (iii) authorize the RSCVA President/CEO to execute the documents necessary to complete the transaction.

For Possible Action

**E4. Presentation, Discussion, and Potential Approval of a Proposed Budget Augmentation to the General Fund in the amount of up to \$1,914,000 and the Capital Projects Fund in the amount of up to \$400,000 for the Reno-Sparks Convention and Visitors Authority.**

The Board is being asked to review, discuss, and take possible action to approve an augmentation to the RSCVA Fiscal Year 2026/2027 Budget in the amount of \$1,914,000 in additional revenue to the

General Fund and in the amount of \$400,000 in additional revenue to the Capital Projects Fund.

For Possible Action

**E5. 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 \$500,000.00 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

**E6. Approval of the December 2026 RSCVA Board of Directors Meeting to be moved to December 11, 2026.**

The RSCVA Board of Directors is being asked to review, discuss, and possibly take action to approve the change of the regularly scheduled board meeting from December 10<sup>th</sup> to December 11<sup>th</sup>.

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-Sparks Convention & Visitors Authority**  
**Meeting held Thursday, September 24, 2026, at 10:00 a.m.**  
**4065 S. Virginia Street, Board Room**  
**Reno, Nevada**

The Reno-Sparks Convention & Visitors Authority Board of Directors met at 10:00 a.m. on Thursday, September 24, 2026. The meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

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## **A. OPENING CEREMONIES**

### **A1. Call to Order**

Chair Young called the meeting to order at 10:01 a.m.

### **A2. Pledge of Allegiance**

Chad Peters, Executive Director of Facilities, led the pledge.

### **A3. Roll Call**

The Clerk of the Board took roll call.

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#### **Board Members Present:**

Cortney Young, RSCVA Chair  
Councilwoman Charlene Bybee, **(Zoom)**  
Glenn Carano, RSCVA Board Member **(Zoom)**  
John Farahi, RSCVA Board Member  
Greg Long, RSCVA Board Member  
Hillary Schieve, RSCVA Board Member **(Zoom)**  
Ryan Bellows, RSCVA Board Member  
Richard Jacobs, Board Member

#### **Board Members Absent:**

Commissioner Clara Andriola, RSCVA Vice Chair

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#### **RSCVA Executive Staff Present:**

Mike Larragueta, President and Chief Executive Officer  
Christina Erny, Chief Marketing Officer  
Renee McGinnes, Executive Director of Venue Sales and Events  
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

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**B. COMMENTS FROM THE FLOOR BY THE PUBLIC**

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

**C. CONSENT AGENDA**

Item C1 and Item C3 were pulled from the consent agenda.

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

Chair Young opened Item C1 on the consent agenda and requested removal of Item E1 from the meeting agenda for additional information.

On a motion made by Board Member Farahi, seconded by Board Member Jacobs, it was resolved to approve the removal of Item E1 from the September 24, 2026, meeting agenda. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

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

On a motion made by Board Member Bellows, seconded by Board Member Long, it was resolved to approve Item C2 on the consent agenda as presented. The motion was **APPROVED** by a vote 8-1-0. Motion carried.

**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-Sparks Convention Center, Pursuant to NRS 332.115(1)(g) In an Amount Not to Exceed \$277,102.00. (This Includes a 10% Contingency)**

Chair Young opened Item C3 for further discussion. Staff provided a brief overview of the proposed public address system upgrade, noting it is a CPI priority item that can proceed using existing capital funds. The upgrade would modernize facility-wide communication and safety functions and replace the system's core technical infrastructure. Staff also confirmed that a sound engineer completed the scope of work and that the project qualifies for a competitive bidding exemption due to its integration with the existing system. Board Member Farahi expressed concern about proceeding without broader market comparison and requested the sound engineer's report, while legal counsel clarified that bidding is optional. Several members noted the project had been previously included in the approved capital plan.

On a motion made by Board Member Schieve, seconded by Board Member Jacobs, it was resolved to approve Item C3 on the consent agenda as presented. The motion was **APPROVED** by a vote 5-1-3. Motion carried.

**D. PRESENTATIONS**

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

Marcus Johnson, Director of Business Development, provided an update on RSCVA's local business development efforts for fiscal year 2025/2026 through the current fiscal year,

outlining targeted markets, key companies, outreach strategies, collaborative partnerships, and emerging opportunities. Board Members discussed resource needs, challenges converting local corporations into meeting business, and the effectiveness of current marketing and outreach tools. Staff addressed questions related to association-based lead generation, digital campaigns, walkability concerns, and the strategic plan's inclusion of an additional FTE to support business development.

**D2. Public Relations Update**

Nicolle Lowe, Director of Communications, provided a brief public relations update on earned media attention surrounding Visit Reno Tahoe's record year across major markets and national trade publications. She noted strong regional and national pickup of the announcement, and Board Members expressed appreciation for the coverage and recognized staff and leadership for driving the success.

**D3. Reno-Sparks Convention & Visitors Authority Department Updates**

Members of the senior leadership team presented updates on current activities and initiatives. Board Member Farahi noted continued regional economic growth, major reinvestment by hotel-casino properties, and the resulting increases in occupancy and ADR, emphasizing that sustained investment in local hospitality assets will further strengthen long-term performance.

**F. BOARD MEMBER ANNOUNCEMENTS, REPORTS, AND UPDATES**

Chair Young provided an update on airport activities, highlighting preparations for the October 1 inaugural flight to Nashville and thanking Visit Reno Tahoe and Board Member Schieve for their support during recent promotional events. She also commended Chief Executive Officer Mike Larragueta for his strong representation at the Washington, D.C. conference and noted productive client meetings aimed at securing new and returning business. Chair Young concluded by expressing appreciation for the Board's continued dedication and hard work on behalf of the organization.

**G. COMMENTS FROM THE FLOOR BY THE PUBLIC**

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

**H. ADJOURNMENT**

Chair Young adjourned the meeting at 11:25 a.m.

The meeting may be viewed at the following:

09/24/2026 RSCVA BOD Mtg <https://www.youtube.com/watch?v=Sb4oj3ys1Ec>



To: RSCVA Board of Directors

From: Lori Tange, Executive Director Human Resources

Cc: Mike Larragueta, President & CEO

Date: October 22, 2026

Subject: **RSCVA Employee Benefit Plans for 2027 Plan Year**

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### **Summary**

The RSCVA provides employee health benefits of medical, dental, vision, short-term and long-term disability to its employees, dependents, and eligible retirees. The health benefits are through a HDHP/HSA plan. A HDHP/HSA plan is a High-Deductible Health Plan combined with a Health Savings Account. This arrangement allows you to pay lower monthly premiums in exchange for a higher deductible, while the HSA provides a tax-advantaged way to save and pay for medical expenses.

Each year RSCVA, through its broker LP Insurance, conducts a comprehensive analysis of the costs and benefits offered by various health plan organizations. LP was directed to market all coverages. For medical coverage the process yielded quotes from United Health Care, Anthem, and Prominence. Anthem Blue Cross Blue Shield of Nevada (Anthem) has offered the RSCVA an annual renewal with a 6% increase in health insurance premiums.

RSCVA's ancillary lines of coverage are currently under contract with MetLife and Guardian (dental, vision, life, short-term and long-term disability) and no increases are tied to these benefit.

### **Background**

The RSCVA Finance team budgeted for a 10% increase for the 2026-2027 Benefit Plan year.

### **Fiscal Impact**

Funds for health benefits for the period July 1, 2026, to June 30, 2027, is budgeted in the Fiscal Year 2026-27. The annual amount totals \$2,198,395.00 for Anthem coverage, and \$13,700 for a proposed \$100 per employee increase to the Health Savings Account.



### **Recommendation**

Staff recommends that the Board of Directors approve the renewal of the comprehensive employee health benefits plan and Health Savings Account in the amount of \$2,211,395.00.

# RSCVA

## Renewal & Cost Analysis

|           | Current & Renewal | Option 1          | Option 2           |
|-----------|-------------------|-------------------|--------------------|
| Carrier   | Anthem            | United Healthcare | Prominence         |
| Plan Name | HDHP w/ HSA       | HDHP w/ HSA       | HDHP w/ HSA        |
| Network   | Anthem PPO        | Choice Plus PPO   | Freedom Beyond PPO |

## Plan Design Comparison

| Member Cost Exposure                |                           |                       |                             |
|-------------------------------------|---------------------------|-----------------------|-----------------------------|
| Individual Deductible               | \$3,400 -> <b>\$3,500</b> | <b>\$3,500</b>        | <b>\$3,500</b>              |
| Family Deductible                   | \$6,800 -> <b>\$7,000</b> | <b>\$7,000</b>        | <b>\$7,000</b>              |
| Individual Out-of-Pocket Maximum    | \$5,000                   | \$5,000               | <b>\$6,900</b>              |
| Family Out-of-Pocket Maximum        | \$10,000                  | \$10,000              | <b>\$13,800</b>             |
| Office & Virtual Care               |                           |                       |                             |
| Primary Care                        | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Specialist                          | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Anthem VPC                          | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Immediate Care                      |                           |                       |                             |
| Urgent Care                         | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Emergency Room                      | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Diagnostics - Freestanding Facility |                           |                       |                             |
| Lab                                 | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| X-Ray                               | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Advanced Imaging (MRI/PET/CT)       | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Outpatient Services                 |                           |                       |                             |
| Outpatient Surgery - Freestanding   | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Outpatient Surgery - Hospital       | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Hospital Services                   |                           |                       |                             |
| Inpatient Hospitalization           | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |
| Prescription Drugs                  |                           |                       |                             |
| Rx Deductible                       | none                      | none                  | none                        |
| Generic                             | \$10 after deductible     | \$10 after deductible | <b>10% after deductible</b> |
| Preferred Brand                     | \$35 after deductible     | \$35 after deductible | <b>10% after deductible</b> |
| Non-Preferred Brand                 | \$70 after deductible     | \$70 after deductible | <b>10% after deductible</b> |
| Specialty                           | 20% after deductible      | 20% after deductible  | <b>10% after deductible</b> |

## Premium Comparison

| Active Employee Rates       | Current     | Renewal     | Proposed    | Proposed    |
|-----------------------------|-------------|-------------|-------------|-------------|
| Employee Only               | \$552.75    | \$585.92    | \$660.51    | \$546.40    |
| Employee + Spouse           | \$1,127.60  | \$1,195.26  | \$1,347.44  | \$1,114.65  |
| Employee + Child(ren)       | \$1,520.07  | \$1,611.27  | \$1,816.40  | \$1,502.62  |
| Employee + Family           | \$2,293.91  | \$2,431.54  | \$2,741.12  | \$2,267.57  |
|                             |             |             |             |             |
| Estimated Monthly Premium   | \$123,683   | \$131,105   | \$147,796   | \$122,263   |
| Estimated Annual Premium    | \$1,484,200 | \$1,573,256 | \$1,773,549 | \$1,467,155 |
|                             |             |             |             |             |
| Total \$ Over/Under Current | -           | \$89,056    | \$289,349   | -\$17,045   |
| Total % Over/Under Current  | -           | 6.0%        | 19.5%       | -1.1%       |

\$15,000 Wellness Credit



To: RSCVA Board of Directors

From: Mike Larragueta, President/CEO  
Renee McGinnes, Vice President of Venue Operations

Cc: Cortney Young, RSCVA Board Chair

Date: October 22, 2026

Subject: Review, discuss and possible action to approve Staff's recommendation to award Flooring Solutions of NV, Inc. for the purchase of 12,000 new banquet chairs and related stacking racks for use at the Reno-Sparks Convention Center and Reno Events Center by use of a Government Cooperative Purchasing Program, Nevada Revised Statute 332.195. (BuyBoard #789-25) In an amount not to exceed \$3,130,336.07. (This includes a 10 % contingency)

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### **Executive Summary**

The purpose of this agenda item is to review staff's recommendations to award a proposal for the purchase of 12,000 new banquet chairs and related stacking racks for the use at the Reno-Sparks Convention Center and the Reno Events Center, through a government cooperative purchasing program. The new chairs and stacking racks will be purchased from Flooring Solutions of NV, Inc., in the amount of \$2,845,760.07, with a contingency in the amount of \$284,576, for a total of \$3,130,336.07. This will make the total contract for an amount not to exceed \$3,130,336.07. The purchase will be through the use of a joinder to the Government Cooperative Purchasing Program (BuyBoard #789-25) under Nevada Revised Statutes 332.195. This allows local government governing bodies, authorized representatives, and the State of Nevada to join or use existing contracts solicited by other governmental entities or cooperative purchasing organizations, provided the contracting vendor authorizes it.

This project is included in the Capital Projects Fund budget for fiscal year 2026-2027, with a budget amount of two million six hundred twenty-five thousand dollars (\$2,625,000) as previously presented to the board of directors. Staff proposes using contingency funds from the Capital Projects budget to offset the extra expense of the chairs.

### **Background**

To address specific high-volume event demands, the procurement scope has been expanded from the originally approved **10,500 chairs to a revised total of 12,000**. This strategic 1,500-chair increase is driven by the immediate requirements of Veterans of Foreign Wars whose multi-year booking depends on a higher seating capacity than our current active inventory can support.



The convention center's current inventory of banquet chairs was purchased decades ago and has surpassed its standard operational lifespan. Posing immediate risks to guest comfort and operational efficiency.

Over two decades of high-frequency use across thousands of conventions, trade shows, and corporate galas has caused severe structural and aesthetic degradation. The current chairs exhibit visible defects, including worn or torn fabric, collapsed foam cushioning, and bent metal frames. Substandard seating leads to physical discomfort during long-form conferences, reducing overall attendee engagement and negatively impacting client satisfaction. The aging chairs have compromised stacking mechanisms and frames, increasing setup and teardown times for floor staff.

### **Fiscal Impact**

#### Payment Schedule

| <b>Deposit Percentage</b> | <b>Dollar Amount</b> | <b>Due Date</b> |
|---------------------------|----------------------|-----------------|
| 50%                       | \$ 1,422,880.03      | Deposit         |
| 25%                       | \$ 711,440.07        | At 10 weeks     |
| 25%                       | \$ 711,439.97        | Upon Arrival    |

This amount is included in the Capital Projects Fund budget for fiscal year 2026-2027.

### **Recommendation**

RSCVA staff is recommending approval of the award of the purchase of 12,000 new banquet chairs and related stacking racks to Flooring Solutions of NV, Inc. under the BuyBoard Contract #789-25 as allowed pursuant to NRS 332.195 in the amount of two million eight hundred forty-five thousand seven hundred sixty dollars and seven cents. (\$2,845,760.07) with a contingency of two hundred eighty-four thousand five hundred seventy-six dollars (\$284,576) for total not to exceed three million one hundred thirty thousand three hundred thirty-six dollars and seven cents. (\$3,130,336.07)

### **Proposed Motion**

I move to award the proposal for the new banquet chairs and stacking racks to Flooring Solutions of NV, Inc., in an amount not to exceed three million one hundred thirty thousand three hundred thirty-six dollars and seven cents. (\$3,130,336.07)







To: RSCVA Board of Directors

From: Mike Larragueta, President/CEO  
Renee McGinnes, Vice President of Venue Operations

Cc: Cortney Young, RSCVA Board Chair

Date: October 22, 2026

Subject: Review, Discussion and Possible Action to Approve a Professional Service Contract with BJG Architecture and Engineering to Design and Develop the Scope of Work for the Renovation of the Main and North Entrances at the Reno-Sparks Convention Center pursuant to NRS 332.115. In an amount not to exceed \$565,628.00. (This includes a 10% contingency)

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### **Executive Summary**

The purpose of this agenda item is to review staff's recommendations to award BJG Architecture and Engineering a professional service contract for the design and development fees for the scope of work only, to renovate both the main and north entrances at the Reno-Sparks Convention Center. As allowed under Nevada Revised Statutes 332.115 which allows the RSCVA to enter into a professional services agreement without a competitive solicitation.

This project is included in the Capital Projects Fund budget for fiscal year 2026-2027, with a budget amount of one million five hundred thousand dollars (\$1,500,000.00) as previously presented to the board of directors.

### **Background**

The prominent steel structure at the front entrance of the convention center has served as an architectural feature of the property. However, due to upcoming facility modernization plans and the structural wear, the removal of this feature has been deemed necessary. Along with the structure removal the redesign will create a consistent look and feel between the main and north entrances, helping to unify the overall appearance of the facility.

The steel feature is tied directly to the main convention center building elements. A structural engineer must analyze the load-bearing impacts of the removal to ensure that adjacent walls, roofs, and foundations are not destabilized during or after the demolition. Once the removal is complete the scope of work for the entry redesign will include:

- **Entry canopy expansion** - Expand and enhance covered entry areas, including structure, architectural finishes, lighting, and outdoor comfort systems.



- **Digital display and graphic wall redevelopment** - Remove the existing graphic wall, restore affected construction, and integrate two new exterior digital displays with supporting structure, power, and communications.
- **Frontage activation** - Develop shade pavilions, seating and activity areas, integrated planters, planting, irrigation, lighting, and associated site improvements.
- **North Entry Redesign** - Demolish and replace with existing secondary-entry canopy/arrival elements; create a more visible welcoming entry with a new canopy and structure, integrated lighting and illuminated entry marker, relandscape, and improved pedestrian circulation and crosswalks.

BJG will serve as the prime architect and the RSCVA's primary point of contact. BJG will contract with and manage the mechanical/plumbing, electrical/technology, civil/survey, landscape, and cost-estimating consultants required for the services described in this report.

#### **Fiscal Impact**

| <b>Architectural and Engineering Services</b> | <b>Total Proposed Price</b> |
|-----------------------------------------------|-----------------------------|
| BJG Architecture & Engineering                | \$514,207.50                |

This amount is included in the Capital Projects Fund budget for fiscal year 2026-2027.

#### **Recommendation**

Based on the staff's evaluation of the qualifying proposal received, staff recommends the proposal be awarded to BJG Architecture & Engineering, in the amount of five hundred fourteen thousand two hundred seven dollars and fifty cents. (\$514,207.50)

Staff is also recommending a 10% contingency in the amount of fifty-one thousand four hundred twenty dollars and fifty cents (\$51,420.50). This will make the total amount of the contract not to exceed five hundred sixty-five thousand six hundred twenty-eight dollars. (\$565,628.00)

#### **Proposed Motion**

I move to award the proposal for the design and development of the scope of work for the renovation of the main and north entrances to BJG Architecture & Engineering, in an amount not to exceed five hundred sixty-five thousand six hundred twenty-eight dollars. (\$565,628.00)

## RENO SPARKS CONVENTION CENTER ENTRY REDESIGN

BJG ARCHITECTURE + ENGINEERING

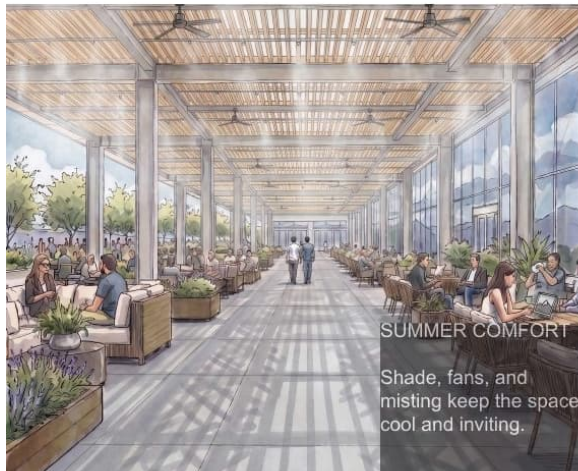
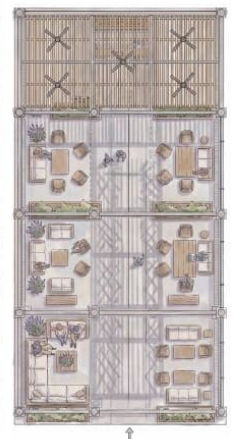


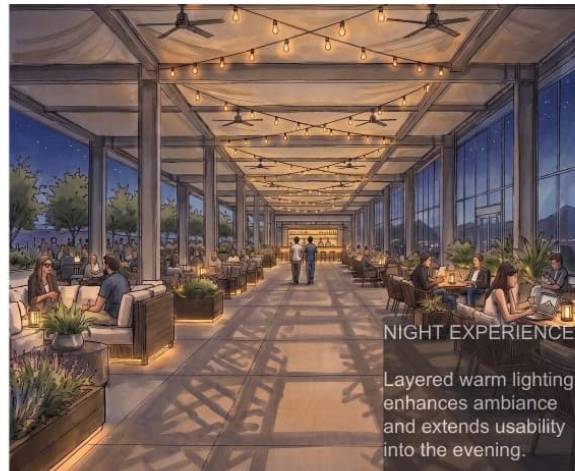
# OPTION-1



# SIGHTLINE STUDY







# Convention Center Graphic Wall Renovation

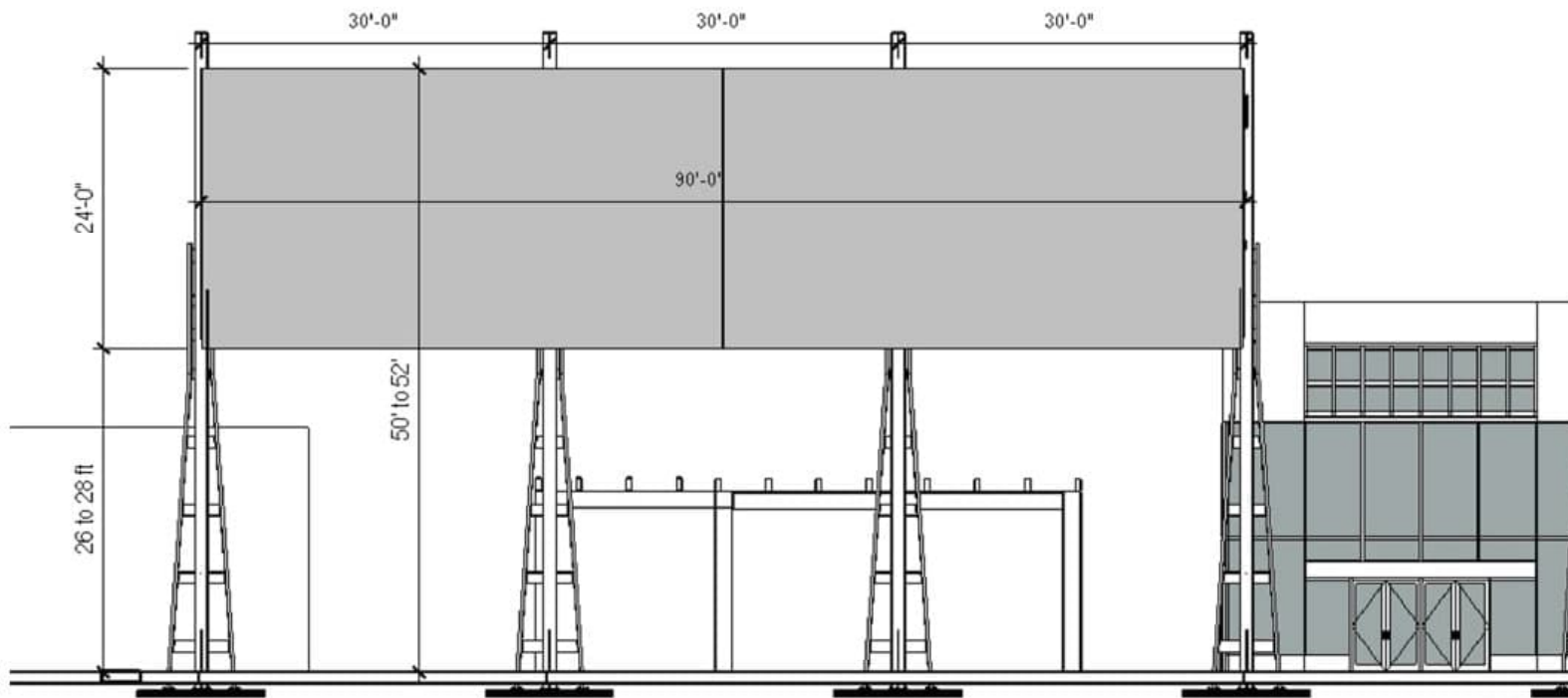
## Progress Review

George Ghusn Jr, SE  
Selena Huang, Architect  
BJG Architecture + Engineering

August 6, 2026

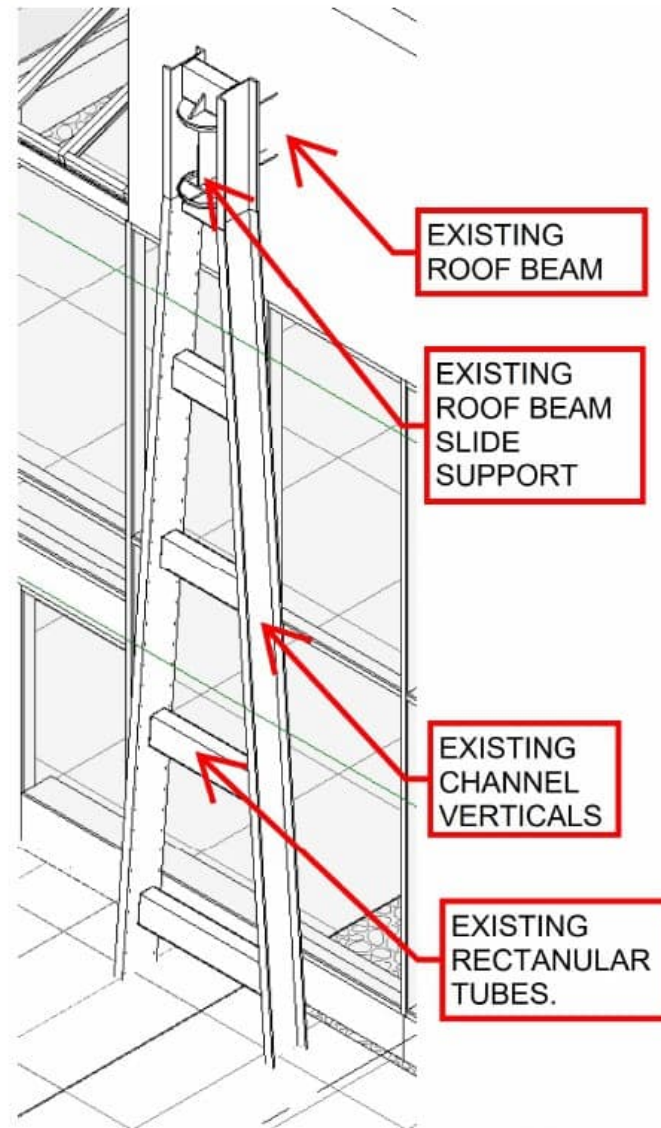


# Current Display Design



# Stanchions Support the Roof

- The roof beams extend through the wall and sit on a slide bearing to isolate the stanchion from the movements of the graphic wall.
- With the graphic wall removed and the “kicker” demolished, the slide bearing will be fixed in place using steel welded to the end of the beam.



8/6/26

CONVENTION CENTER  
RENOVATION PROGRESS

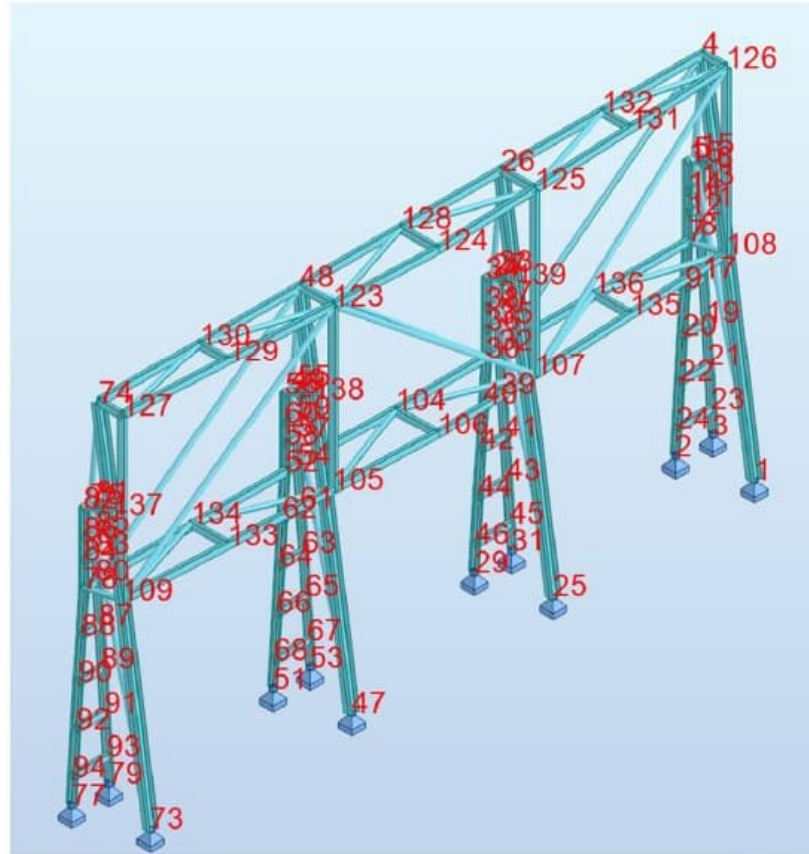
4

# Roof Support at Stanchion



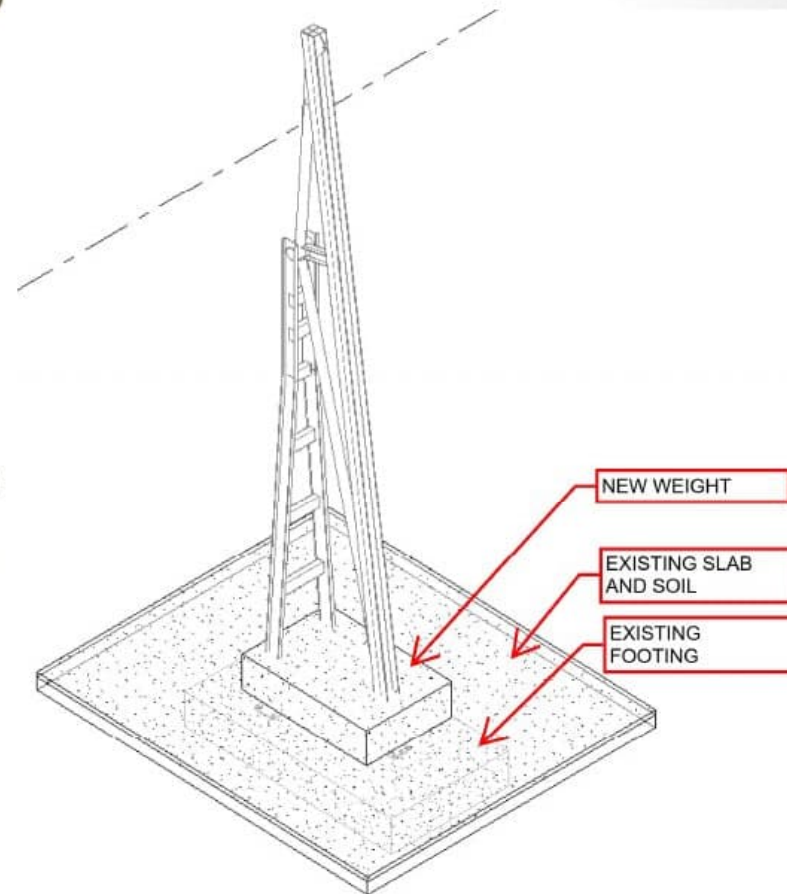
# Structural Model

- The structural model contains the four stanchions roughly centered on the entry.
- Additional framing shown to carry the displays.
- Intent is to enclose the backside of the framing with an access space between the back of the display and the closure wall.



# Structural Issues

- A few members and connections will need strengthening.
- Foundation is inadequate for the new displays under current code.
  - The code wind loads have changed substantially for free-standing signs.
  - There are two options for increasing the foundation capacity:
    - Excavate around the existing footing and add concrete below grade. The existing footing is 20' x 11' x 3' thick.
    - Add a "blob" of concrete at the legs: 11' x 8' x 2-1/2' thick. Make a bench all around. This possible solution is preliminary.
- Option: Reduce the size of the displays. Use (2) 35' X 20' ?
- Option: Lower the displays by as much as 10 feet.
- Combination of options above.



# View from Virginia Street



# Proposed View from Plaza

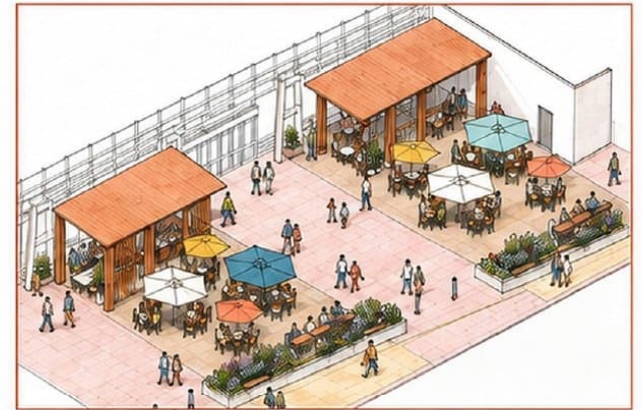


The entry is cut back to behind the displays.

# Reno-Sparks Convention Center

## Frontage Activation Concept

Transform the existing convention center sidewalk into a series of small outdoor social rooms while preserving clear circulation and bus-loading zones aligned with the existing entrances.



OUTDOOR SOCIAL ROOMS + SHADE PAVILIONS



### Choice

A variety of outdoor seating options that invite people to gather, relax, and connect



### Activation

Active frontages and engaging spaces bring energy to the courtyard.



### Separation

Landscape buffers and shade pavilions define occupiable outdoor activity spaces.



### Circulation

Clear pedestrian paths and bus-loading zones to maintain intuitive flow of traffic.

# Reno-Sparks Convention Center

## Overall Design Logic

A simple three-part framework organizes the front plaza into functional layers that support comfort, movement, and activity.



### 1 Street Buffer / Landscape Edge

The landscape edge separates people from traffic while integrating seating, lighting, and placemaking.



### 2 Social Rooms Under Shade Structures

Repeated shade structures create small outdoor rooms for dining, waiting, and gathering.



### 3 Open Circulation / Queue Zones

Open bays aligned with entrances accommodate queuing, bus loading, and event surges.



# Frontage Organization

The frontage is organized as a repeating sequence of activity pockets and clear operational zones aligned with the convention center entrances.



Activity  
Pocket



Entrance /  
Queue Bay



Activity  
Pocket



Entrance /  
Queue Bay



Activity  
Pocket

## Gradient of Activity



Convention  
Center



Shaded Social  
Pockets



Flexible  
Umbrella Seating



Built-in  
Seating



Landscape /  
Art Buffer



Bus /  
Street

## Operational Clarity



Protect open bays for circulation



Keep bus-loading intuitive



Separate gathering from  
primary discharge paths

# Reno-Sparks Convention Center

## Key Design Elements



### 1. Shade Pavilions

Sloped-roof pavilions create larger, defined social destinations.



### 2. Umbrella Seating

Colorful umbrellas provide flexible seating and shading options for visitors.



### 3. Furniture Variety

Mix of cafe tables, bar-height options, built-in benches, and accessible seating.



### 4. Planter/ Seating Edge

Multifunctional edge elements provide traffic buffer, planting, seating and placemaking



# Visitor Experience

The concept creates a welcoming, human-scaled environment for gathering, dining, waiting, and informal social activity.



SHADED PAVILIONS + OUTDOOR SOCIAL ROOMS



ACTIVATED FRONTAGE FROM DAY TO EVENING



## Multiple seating choices

A variety of table types and arrangements accommodate individuals, small groups, and larger gatherings.



## Colorful flexible umbrellas

Moveable umbrellas add comfort and personality while adapting to sunlight and weather conditions.



## Shaded social rooms

Pavilions and planter edges create defined places to gather, rest, dine, and connect in comfort.



## Indoor-outdoor activity

Large glass openings connect indoor spaces to the patio, encouraging a lively flow between inside and out.

Together, these elements transform the frontage from pass-through space into an active outdoor destination.

# SECONDARY ENTRY REDESIGN

Existing Condition & Design Goals

*A more visible, welcoming, and comfortable secondary entry that enhances the arrival experience for all guests.*



## RECESSED & HARD TO SEE

The secondary entry is set back from the drive and lacks a strong visual presence, making it difficult for guests to locate.



## LIMITED SHADE & DATED

The open steel canopy provides limited shade and feels dated, offering minimal protection and identity.



## DARK & UNDER-ACTIVATED

The space reads dark, uninviting, and under-activated, with minimal lighting and little sense of arrival or place.



## DESIGN INTENT

Improve visibility, expand shade and weather protection, enhance lighting, and create a more welcoming, functional entry experience for all guests.



Reno-Sparks  
Convention Center

PAGE 1 OF 4  
Produced by BJG

# DAYTIME ARRIVAL EXPERIENCE

A Welcoming and Memorable Entry

*A refreshed secondary entrance with stronger identity, better shade, and a clearer pedestrian arrival experience.*



#### BEACON SIGN

A tall illuminated entry marker improves visibility from the drive and strengthens identity.



#### REFRESHED CANOPY

A lighter canopy with integrated lighting and a warmer finish creates a more welcoming arrival.



#### ARRIVAL PATH

Clear crosswalk alignment and a more defined pedestrian zone guide guests to the entry.



#### LANDSCAPE EDGE

Low-maintenance planting and planters help frame the entrance and soften the approach.



#### RSCVA

Reno-Sparks Convention Center

PAGE 2 OF 4

Produced by BJG

# AXONOMETRIC OVERVIEW

## Entry Extension and Site Organization

The redesign clarifies arrival, strengthens visibility, and extends the entry presence toward the drive while preserving the existing structure.



### EXTENDED ENTRY

The canopy extends farther out toward the drive to make the secondary entry more visible and easier to find.



### EXISTING + NEW COLUMNS

The concept keeps the existing columns and adds one new pair of columns so the entry can extend outward with a stronger presence.



### PEDESTRIAN CROSSING

Aligned crosswalks and a more legible paved arrival zone improve circulation and safety.



### LANDSCAPE FRAME

Planting islands and edge planters define the entry sequence without major reconstruction.



RSCVA  
Reno-Sparks  
Convention Center

PAGE 3 OF 4  
Produced by BJJ

# EVENING IDENTITY & LIGHTING

A Welcoming Arrival After Dark

*Lighting transforms the secondary entrance into a more visible, safer, and memorable nighttime destination.*



#### ILLUMINATED BEACON

A glowing entry sign strengthens identity and improves wayfinding after dark.



#### LANTERN CANOPY

Integrated linear lighting gives the canopy a warm civic presence and increases comfort.



#### SAFER NIGHT ARRIVAL

Layered lighting at the entry improves visibility and reinforces the pedestrian route.



#### ACCENT LANDSCAPE LIGHTING

Subtle uplighting highlights trees and planting while adding depth and welcome.



Reno-Sparks  
Convention Center

PAGE 4 OF 4

Produced by BJG



To: RSCVA Board of Directors

From: Robert Chisel  
Finance Consultant

Date: October 22, 2026

Subject: **Public hearing on the intent of the Board of Directors of Reno-Sparks Convention and Visitors Authority, to issue in the name and on behalf of Washoe County, Nevada, general obligation (limited tax) Reno-Sparks Convention and 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**

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### **Executive Summary**

The Authority has approved the Fiscal Year 2027 budget. This budget includes the issuance of a \$25,000,000 bond for capital improvements at the Reno-Sparks Convention Center. To continue in the process of issuing the bonds, the Board needs to conduct a public hearing and receive public comment, if any. No other action is required.

The proposed general obligation bonds (additionally secured by pledged revenues) are issued pursuant to NRS 244A.597 through 244A.655, NRS 350.020(3) and NRS 350.500 through 350.720 and are to be issued by the Authority in the name and on behalf of Washoe County.

### **Background**

The Authority's FY 2027 budget, approved by the Board on May 28, 2026, has the issuance of a \$25,000,000 bond, with an estimated sale date of December 2026/January 2027. The bond proceeds are to fund capital improvements at the Reno-Sparks Convention Center. The proposed bond will be a ten-year issue with the first payment due in FY 2028.

On June 25, 2026, the Board adopted a notice resolution to the Debt Management Commission to request that the Washoe County Debt Management Commission adopts an approval resolution for the issuance of the Bonds.



On August 14, 2026, the Washoe County Debt Management Commission adopted an approval resolution for the issuance of the Bonds.

The Authority has issued public notices, as required NRS on September 16, 2026, September 23, 2026, and September 30, 2026.

The Board will adopt a Bond Resolution at the meeting of December 11, 2026, for the issuance of the Bonds. This will need to be followed up with the Washoe County Commission adopting a Ratification Ordinance on December 15, 2026. The Bond sale is proposed for January 2027.

Currently the Authority has one bond outstanding, a Series 2021A that was a refunding of earlier bonds used for the expansion and remodel of the Reno-Sparks Convention Center in 2000 to 2002. The Series 2021A Bonds are supported by pledged revenues which includes the proceeds of a 2% license tax imposed upon the rental of transient lodging within the County, General Room License Taxes (6%), and net Facilities Revenues. As of October 22, 2026, the outstanding principal on the debt is \$38,345,000. The Series 2021A Bonds also feature a Revenue Stabilization Fund of \$4,654,113, which is held by the bond trustee. The Stabilization Fund was created under a cooperative agreement between the Authority and the County.

### **Fiscal Impact**

The issuance of the bonds is to result in proceeds to fund capital improvements at the Reno-Sparks Convention Center in the amount of \$25,000,000. Debt service on the bonds will accrue through fiscal year 2037. After issuance, combined debt service on the 2021 bonds and the new bonds will be approximately \$9.4 million in fiscal years 2028 through 2032, and will decline afterwards to approximately \$5.6 million in fiscal years 2034 through 2037.

### **Recommendation**

Staff recommends the Board open the Public Hearing and receive public comment, if any, and close the Public Hearing. This is a non-action item.



To: RSCVA Board of Directors

From: Robert Chisel  
Finance Consultant

Date: October 22, 2026

Subject: **Public Hearing and Review, Discussion, and Possible Action to approve the sale of 255.20 acre-feet of uncommitted water rights currently owned by the RSCVA (Permit numbers 80501 and 80502) to the Truckee Meadows Water Authority for \$7,500 per acre-foot for a total amount of \$1,914,000**

---

### **Executive Summary**

In January 2009 the Authority closed the Northgate Golf Course. Associated with the golf course was 255.20 acre-feet of Truckee River water rights. The Authority has an additional sited credit of 32.20 acre-feet of water rights which are associated with and currently utilized at the Reno-Sparks Convention Center.

Truckee Meadows Water Authority has proposed to purchase the 255.20 acre-feet of Truckee River water rights, and Staff is recommending the sale of the water rights to the Truckee Meadows Water Authority at \$7,500 per acre foot for a total amount of \$1,914,000. RSCVA will retain the 32.20 acre-feet sited credit which is associated with and currently utilized at the Reno-Sparks Convention Center. TMWA is the community owned water utility for Washoe County.

### **Background**

As part of the operation of the Northgate Golf Course, the Authority obtained 255.20 acre-feet of water rights. These water rights are composed of the following:

| Permit Number | Source        | Use       | Acre Feet | Beneficial Use Through |
|---------------|---------------|-----------|-----------|------------------------|
| Permit 80501  | Truckee River | Municipal | 220.00    | 5/26/2027              |
| Permit 80502  | Truckee River | Municipal | 35.20     | 5/26/2027              |
|               |               |           | 255.20    |                        |

The Northgate Golf Course closed in January 2009, and the Authority kept these water rights associated with the golf course. Since 2009 the Authority has renewed the permit with the



State of Nevada State Engineer for proof of beneficial use to maintain the water rights. Prior extensions have been for two year periods, the most recent extension, approved September 24, 2026, is through May 26, 2027 (see attached).

In addition, to the 255.20 acre-feet of water rights, the Authority has a site credit of 32.2 acre-feet associated with the Reno-Sparks Convention Center, which the Authority will retain.

Staff believes there is no need for the 255.20 acre-feet of water rights, and could not foresee any development that would require that amount of water rights. Currently, the Reno-Sparks Convention Center has had a five year average usage of approximately 30 acre-feet. With the additional 32.2 acre-feet associated with the Reno-Sparks Convention Center Staff believes there is enough water rights available for any potential expansion.

### **Fiscal Impact**

The revenue from the sale of the 255.20 acre-feet at \$7,500 per acre foot, for a total amount of \$1,914,000, will go to other revenue. Staff will present a budget augmentation for the use of the funds.

### **Procedure**

If approved, the water rights will be sold to the Truckee Meadows Water Authority pursuant to NRS 533.550. NRS 533.550 requires the RSCVA to hold at least one public hearing for the purpose of soliciting public comment, and requires the Board to adopt certain written findings prior to approval of a sale. Proposed written findings are attached hereto as Exhibit A.

### **Recommendation**

Staff Recommends the Board: (i) adopt the proposed written findings attached hereto as Exhibit A; (ii) approve the sale a total of 255.20 acre-feet of water rights, composed of Permit 80501 220.00 acre-feet and Permit 80502 35.20 acre feet, to the Truckee Meadows Water Authority for the amount of \$7,500 per acre-foot for a total of \$1,914,000; and (iii) authorize the RSCVA President/CEO to execute such documents as are necessary to complete the forgoing sale.

### **Proposed Motion**

I move to: (i) adopt the written findings contained in the meeting materials as presented; (ii) approve the sale of a total of 255.20 acre-feet of water rights identified as Permit 80501 and Permit 80502, to the Truckee Meadows Water authority for the amount of \$7,500 per acre-



foot for a total of \$1,914,000; and (iii) authorize the RSCVA President/CEO to execute such documents as are necessary to complete the foregoing sale.



## **EXHIBIT A**

### Written Findings Pursuant to NRS 533.550

After conducting a public hearing at which public comment was solicited concerning the proposed sale of Water Right Permit Nos. 80501 and 80502 (collectively, the "Water Rights") to Truckee Meadows Water Authority ("TMWA"), and after considering the information presented to the Board, the terms of the proposed transaction, the nature and intended use of the Water Rights, and the public purposes served by RSCVA and TMWA, the Board hereby makes the following findings pursuant to NRS 533.550:

#### **1. Prudent, Long-Term Management of Water Resources.**

The Board finds that the sale of the Water Rights to TMWA is consistent with the prudent, long-term management of water resources within Washoe County. RSCVA does not operate a municipal water utility and does not require the Water Rights for the present or reasonably anticipated future operation of its facilities or fulfillment of its statutory purposes. TMWA is the regional public water authority responsible for acquiring, managing and maintaining water resources for municipal water service within the Truckee Meadows. Upon acquisition, TMWA will incorporate the Water Rights into its existing portfolio of publicly held water resources for management as part of its regional water supply. The transaction therefore transfers the Water Rights from one public entity to the regional public water provider charged with managing water resources for existing and future public water demands, rather than removing the Water Rights from public ownership or placing them into private or speculative use.

#### **2. Reasonable Access to Water Resources for Growth and Development.**

The Board finds that the sale of the Water Rights will not deprive residents or businesses within Washoe County of reasonable access to water resources for growth and development. RSCVA does not provide retail water service to residents or businesses and has no identified present or reasonably foreseeable need to retain the Water Rights to satisfy water demands associated with its facilities or statutory functions. In contrast, TMWA maintains water resources for the purpose of serving existing customers and accommodating future municipal demand within its service territory. Because the Water Rights will be added to TMWA's existing public water-resource inventory, the transaction preserves the Water Rights for regional public water-supply purposes and makes them available to support the long-term water needs, growth and development of the Truckee Meadows.

#### **3. Reasonable Means of Promoting Development and Use of the Water Rights.**

The Board finds that the sale to TMWA is a reasonable means of promoting the development and beneficial use of the Water Rights. TMWA possesses the institutional capability, water-resource management expertise, infrastructure, administrative processes and statutory



authority necessary to integrate water rights into a regional municipal water-supply portfolio and to put such rights to beneficial use in accordance with applicable Nevada water law and State Engineer requirements. Transferring the Water Rights to TMWA places them with the regional public water provider that is positioned to administer, protect, transfer, manage and utilize the Water Rights as part of the regional water supply, thereby promoting their continued beneficial use and avoiding the potential underutilization of water rights that are not necessary to RSCVA's core governmental functions.

#### **4. Actual Value or Comparable Economic Benefits.**

The Board finds that the means by which the Water Rights are being sold reasonably ensures that RSCVA will receive the actual value of the Water Rights or comparable economic benefits. TMWA has offered to purchase the Water Rights for \$7,500 per acre-foot. In determining that the proposed consideration satisfies NRS 533.550(1)(d), the Board has considered the Truckee River Water Rights Valuation Estimate prepared by DOWL, LLC, and the costs, uncertainty and administrative burdens that could accompany marketing the Water Rights through an alternative disposition process.

The Board further finds that the transaction provides economic and public benefits in addition to the monetary purchase price. The sale provides RSCVA with a negotiated cash return for water rights that RSCVA has determined are not required for its present or reasonably anticipated operations; eliminates future administrative and ownership burdens associated with maintaining the Water Rights; provides transaction certainty with a regional public water authority; and retains the Water Rights within public ownership for incorporation into TMWA's regional water-resource portfolio. Based upon the totality of these considerations, the Board finds that the negotiated sale reasonably ensures that RSCVA will receive the actual value of the Water Rights or comparable economic benefits.

#### **5. Public-Purpose Considerations.**

The Board further finds that the proposed transaction advances a public purpose by transferring water resources that are not required for RSCVA's governmental operations to the regional public water authority responsible for managing and supplying water resources within the Truckee Meadows. The Water Rights will remain in public ownership and will become part of TMWA's existing public inventory of water resources used to support reliable municipal water service and future regional needs.

Based upon the foregoing findings, the Board determines that the proposed sale of Water Right Permit Nos. 80501 and 80502 to TMWA satisfies the requirements of NRS 533.550 and approves the sale upon the terms presented to the Board.



## Reno-Sparks Convention & Visitors Authority Water Rights Truckee River Water Rights Valuation Estimate

TO: Robert Chisel, RSCVA Finance-Consultant  
FROM: Sarah Hope  
REVIEWED: Laine Christman  
DATE: 10/12/2026  
PROJECT: Reno-Sparks Convention & Visitors Authority Water Rights  
SUBJECT: Truckee River Water Rights Valuation Estimate

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The Reno-Sparks Convention & Visitors Authority (RSCVA) is considering selling 255.20 acre-feet annually (AFA) of Truckee River water rights to Truckee Meadows Water Authority (TMWA). Currently, TMWA buys water rights at \$7,500 per AFA. Under Nevada Revised Statutes (NRS) 533.550, before it can sell any water rights, RSCVA must first ensure it will receive the actual value of the water rights. RSCVA requested DOWL, LLC's (DOWL) assistance in performing a valuation of recent Truckee River water rights sales to estimate this "fair market" price.

## BACKGROUND

RSCVA owns Permits 80501 and 80502 within the Truckee Canyon Segment hydrographic basin in Washoe County, Nevada. DOWL filed Applications for Extension of Time for Filing Proof of Beneficial Use under both permits in August 2026. Both permits remain in good standing with the Nevada Division of Water Resources.

**Table 1. RSCVA Water Rights**

| Permit | Source        | Duty (AFA) | Diversion Rate (CFS) | Manner of Use        |
|--------|---------------|------------|----------------------|----------------------|
| 80501  | Truckee River | 220.0      | 0.95                 | Municipal & Domestic |
| 80502  | Truckee River | 35.2       | 0.15                 | Municipal            |

## METHODS

DOWL used the Washoe County Recorder's Office's digital database to research Truckee River water rights sales within Washoe County from August 2025 to July 2026.<sup>1</sup> DOWL identified twelve sales of Truckee River water rights during the relevant timeframe, as provided in Table 3. DOWL excluded water rights transactions in which Real Property Transfer Tax was not assessed.<sup>2</sup>

## FINDINGS

Based on this sales data, DOWL calculated the minimum, average, and maximum price per AFA for Truckee River water rights, as shown in Table 2. Comparing the results to a purchase price of

<sup>1</sup> The Washoe County Recorder's Office did not separate water rights deeds from real property deeds prior to June 2025.

<sup>2</sup> Total sale price could not be determined without Real Property Transfer Tax.



**Reno-Sparks Convention & Visitors Authority Water Rights  
Truckee River Water Rights Valuation Estimate**

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\$7,500 per AFA, TMWA's purchase price falls within the range of value for Truckee River water rights.

**Table 2. Truckee River Water Rights Purchase Price Statistics (Per AFA)**

| Minimum  | Average  | Maximum  |
|----------|----------|----------|
| \$ 1,812 | \$ 4,724 | \$ 7,500 |

Table 3 represents the sales data DOWL collected to calculate the current fair market value of Truckee River water rights.

*[Continued on following page]*

**Table 3. Truckee River Water Rights Purchase Price (Per Acre-Foot)**

| Washoe County Doc No. | Sale Year  | TR Claim No(s).                | Permit Type | Duty (AFA) | Real Property Transfer Tax | Total Price  | Price/AFA  |
|-----------------------|------------|--------------------------------|-------------|------------|----------------------------|--------------|------------|
| 5636389               | 7/10/2026  | 191                            | DEC         | 1.35       | \$41.00                    | \$10,000.00  | \$7,407.41 |
| 5600033               | 2/10/2026  | 345 (81412)                    | PER         | 1.5        | \$45.10                    | \$11,000.00  | \$7,333.33 |
| 5566606               | 9/5/2025   | 477/479<br>(52282,<br>C.12814) | DEC/CER     | 2          | \$61.50                    | \$15,000.00  | \$7,500.00 |
| 5567028               | 9/8/2025   | 165                            | DEC         | 2.53       | \$47.15                    | \$11,500.00  | \$4,545.45 |
| 5566607               | 9/5/2025   | 477/479<br>(52282,<br>C.12814) | DEC/CER     | 3          | \$86.10                    | \$21,000.00  | \$7,000.00 |
| 5575564               | 10/16/2025 | 650/651                        | DEC         | 4.75       | \$77.90                    | \$19,000.00  | \$4,000.00 |
| 5636016               | 7/9/2026   | 718 (91670)                    | PER         | 5          | \$71.75                    | \$17,500.00  | \$3,500.00 |
| 5544479               | 6/5/2025   | 86                             | DEC         | 6.14       | \$102.50                   | \$25,000.00  | \$4,071.66 |
| 5607971               | 3/7/2026   | 335/336                        | DEC         | 13.6       | \$139.40                   | \$34,000.00  | \$2,500.00 |
| 5651951               | 9/15/2026  | 179; 221-<br>222               | DEC         | 23.76      | \$487.90                   | \$119,000.00 | \$5,008.42 |
| 5588232               | 12/12/2025 | 715/715a<br>(92228)            | DEC/PER     | 47.73      | \$354.65                   | \$86,500.00  | \$1,812.28 |
| 5564493               | 8/26/2025  | 220/75a/730                    | DEC         | 120        | \$986.05                   | \$240,500.00 | \$2,004.17 |



**Truckee Meadows  
Water Authority**

*Quality. Delivered.*

September 16, 2026

Rober Chisel  
RSCVA Finance-Consultant  
Sent: RSChisel@visitrenotahoe.com

**Water Rights Offer Letter**

Truckee Meadows Water Authority (TMWA) would like to offer to purchase 255.20 acre-feet (AF), specifically Permits 80501 (220 AF) and 80502 (35.20 AF) from the Reno Sparks Convention and Visitor Authority (RSCVA) subject to the following terms and conditions:

1. Purchase price for these water rights are valued by TMWA at \$7,500 per AF for a total purchase amount of \$1,914,000.
2. TMWA acknowledges that the RSCVA also holds a site credit of 32.2 AF, which is difference between the current dedication and the current usage of the convention center property. This site credit can be used on site as well as other parcels in our service territory, where surface water is being delivered. TMWA acknowledges this amount is owned by RSCVA and therefore available for RSCVA future water right dedications and related developments.

We look forward to hearing from you on this offer. Please let me know if you have any questions.

Sincerely,

*Eddy Quaglieri*

Eddy Quaglieri, P.E.

TMWA Natural Resources Manager



To: RSCVA Board of Directors

From: Robert Chisel  
Finance Consultant

Date: October 22, 2026

Subject: **Presentation, Discussion, and Potential Approval of a Proposed Budget Augmentation to the General Fund in the amount of up to \$1,914,000 and the Capital Projects Fund in the amount of \$400,000 for the Reno-Sparks Convention and Visitors Authority**

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### **Executive Summary**

The Reno-Sparks Convention and Visitors Authority Board of Directors is being asked to approve a budget augmentation in the amount of \$1,914,000. Public notice was duly noticed on October 16, 2026.

The Authority's annual budget was adopted on May 28, 2026, for Fiscal Year 2027 (July 1, 2026 to June 30, 2027). The annual budget is the overall plan for revenues and expenditures for the Authority. This augmentation is to allocate the additional \$1,914,000 in revenue to the budget of the General Fund and the Capital Projects Fund.

### **Background**

The fiscal year 2026-2027 budget for the Authority is required to be augmented by June 30 if actual expenditures are anticipated to exceed budgeted expenditures. Budget augmentations must be adopted by resolution of the Board with the information forwarded to the Nevada Department of Taxation for approval.

The Authority's annual budget for the General Fund was adopted on May 28, 2026, for Fiscal Year 2027 with budgeted revenues of \$54,677,274, beginning Fund Balance of \$24,008,364, and total expenditures of \$62,794,679, resulting in a budgeted ending Fund Balance of \$15,890,959.

The Authority's annual budget for the Capital Projects Fund was adopted on May 28, 2026, for Fiscal Year 2027 with budgeted revenues of \$28,440,000 and a beginning Fund Balance of \$10,248,069, and total expenditures of \$37,301,150, resulting in a budgeted ending Fund Balance of \$15,890,959.

The source of these funds would be from sale of surplus water rights in the amount of \$1,914,000. The Board agenda item for the approval of the sale of the water rights is included in the October 22, 2026 Board Meeting.



The following is the changes proposed to the budget.

| Fund             | Dept             | Item                                                                                                                                                                                                                                                                                                                       | Augmentation       |                   |                      |            | Total        |
|------------------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------|----------------------|------------|--------------|
|                  |                  |                                                                                                                                                                                                                                                                                                                            | Salaries and Wages | Employee Benefits | Service and Supplies | Capital    |              |
| General          | Finance          | Transfer of position from Finance to Purchasing.                                                                                                                                                                                                                                                                           | \$ (64,700)        | \$ (23,700)       | \$ -                 |            | \$ (88,400)  |
| General          | RSCC             | Transfer of position from Finance to Purchasing. Adding Project Coordinator.                                                                                                                                                                                                                                               | \$ 64,700          | \$ 23,700         |                      |            | \$ 88,400    |
| General          | Convention Sales | Increase to Booking Incentive. Providing incentives to new groups and conventions to book RenoTahoe properties or facilities.                                                                                                                                                                                              |                    |                   | \$ 500,000           |            | \$ 500,000   |
| General          | Convention Sales | Creation of a Customer Advisory Board. Revive the program to bring client and potential client leaders to provide vision, experience, and input on how RenoTahoe can improve.                                                                                                                                              |                    |                   | \$ 75,000            |            | \$ 75,000    |
| General          | Convention Sales | CVENT budgeted at \$55,000 coming in at \$139,000.                                                                                                                                                                                                                                                                         |                    |                   | \$ 84,000            |            | \$ 84,000    |
| General          | Convention Sales | New Position -Director of Business Development - To begin 02/2027. Position to increase RenoTahoe prospecting resources.                                                                                                                                                                                                   | \$ 55,000          | \$ 28,000         |                      |            | \$ 83,000    |
| General          | Marketing        | Leisure Media Buys - Increase to advertising to keep pace with rising media costs while expanding into new channels and opportunities, including ChatGPT advertising, Podcasts, long-form Youtube videos and more.                                                                                                         |                    |                   | \$ 500,000           |            | \$ 500,000   |
| General          | Marketing        | PR / Earned Media Management - This additional investment would allow us to expand beyond traditional PR efforts into higher-impact national opportunities. Funding will support proactive broadcast outreach, research that can generate compelling national storylines, and programs that elevate authentic local voices |                    |                   | \$ 97,000            |            | \$ 97,000    |
| General          | Marketing        | Promotional Items - No Limits apparel and promotional merchandise to increase community visibility, develop local/partner brand ambassadors and help drive future demand through e-commerce and the Visitor Center.                                                                                                        |                    |                   | \$ 65,000            |            | \$ 65,000    |
| General          | Marketing        | Research, Data & Insights - Flexible AI investment to work with our agency partners to identify, test and implement opportunities around AI search/discovery, trip planning, personalization, audience insights and marketing optimization.                                                                                |                    |                   | \$ 45,000            |            | \$ 45,000    |
| General          | Marketing        | Special Events Promotion - Fund a dedicated Reno Tahoe events campaign with targeted paid media and event-specific creative to increase awareness and attendance for events.                                                                                                                                               |                    |                   | \$ 65,000            |            | \$ 65,000    |
| Capital Projects | Capital          | Capital match for City of Reno RDA Funds - Award of \$400,000 of capital for lighting at the NBS and REC resulted in an unexpected match of funds.                                                                                                                                                                         |                    |                   |                      | \$ 400,000 | \$ 400,000   |
|                  |                  |                                                                                                                                                                                                                                                                                                                            | \$ 55,000          | \$ 28,000         | \$ 1,431,000         | \$ 400,000 | \$ 1,914,000 |

Attached is the Budget Augmentation Resolution. In addition, the Nevada Department of Taxation budget augmentation document is included.

### **Fiscal Impact**

The Authority is augmenting its 2026-2027 budget by appropriating an additional \$1,914,000 from the sale of surplus water rights to the General Fund and Capital Projects Fund, thereby increasing its appropriations in the General Fund from \$59,776,483 to \$61,690,486, the Capital Projects Fund from \$37,301,150 to \$37,701,150.



### **Recommendation**

Staff Recommends the Board approve the budget augmentation as presented in compliance with NRS 35.626.

### **Proposed Motion**

Move to adopt budget augmentation Resolution #607, as presented and to authorize the Chair to sign the resolution and to forward the resolution and attachments to the Nevada Department of Taxation.

**Fiscal Year 2026-27 Budget Augmentation Resolution  
Resolution #608**

**RESOLUTION TO AUGMENT THE 2026-27 BUDGET OF THE RENO-SPARKS CONVENTION & VISITORS AUTHORITY (RSCVA),**

**WHEREAS,** the resources of certain funds of the RSCVA were budgeted to be the following on July 1, 2026:

|                       |              |
|-----------------------|--------------|
| General Fund          | \$76,194,859 |
| Capital Projects Fund | \$38,688,069 |

**WHEREAS,** said resources of certain funds are now determined to be as follows:

|                       |              |
|-----------------------|--------------|
| General Fund          | \$78,108,859 |
| Capital Projects Fund | \$39,088,069 |

**WHEREAS,** said resources are as follows:

|                       |                                  |             |
|-----------------------|----------------------------------|-------------|
| General Fund          | Revenues higher than anticipated | \$1,914,000 |
|                       | Total                            | \$1,914,000 |
| Capital Projects Fund | Revenues higher than anticipated | \$400,000   |
|                       | Total                            | \$400,000   |

**WHEREAS,** there is a need to apply these excess resources in the above funds; and

**NOW, THEREFORE, IT IS HEREBY RESOLVED, THAT** the RSCVA shall augment its 2026-27 budget by appropriating \$1,914,000 for use in the General Fund (thereby increasing its appropriations from \$59,776,486 to \$61,690,486), appropriating \$400,000 in the Capital Projects Fund (thereby increasing available resources from \$38,688,069 to \$39,088,069). A detailed schedule is attached to this Resolution and by reference is made a part hereof.

**IT IS FURTHER RESOLVED,** that the clerk shall forward the necessary documents to the Department of Taxation, State of Nevada.

**PASSED, ADOPTED, AND APPROVED** this 22<sup>nd</sup> day of October 2026, by the Governing Body consisting of 9 members

\_\_\_\_\_  
Ayes

\_\_\_\_\_  
Nays

\_\_\_\_\_  
Absent

\_\_\_\_\_  
Abstain

\_\_\_\_\_  
Chairman

Attest: \_\_\_\_\_  
Treasurer



[illegible]

RENO-SPARKS CONVENTION & VISITORS AUTHORITY  
Schedule B - General Fund  
FUNCTION: GENERAL GOVERNMENT



| EXPENDITURE<br>BY FUNCTION<br>AND ACTIVITY | FINAL BUDGET | REVISIONS | REVISED<br>EXPENDITURES |
|--------------------------------------------|--------------|-----------|-------------------------|
| FUNCTION SUMMARY                           |              |           |                         |
| General Government                         | 7,156,429    | (88,400)  | 7,068,029               |
| Community Support                          | 40,880,057   | 1,602,400 | 42,482,457              |
|                                            |              |           |                         |
|                                            |              |           |                         |
|                                            |              |           |                         |
|                                            |              |           |                         |
|                                            |              |           |                         |
|                                            |              |           |                         |
| SUBTOTAL<br>EXPENDITURES                   | 48,036,486   | 1,514,000 | 49,550,486              |
| OTHER USES                                 |              |           |                         |
| Contingency                                | 200,000      | -         | 200,000                 |
| Operating Transfers                        | 11,540,000   | 400,000   | 11,940,000              |
|                                            |              |           |                         |
|                                            |              |           |                         |
| SUBTOTAL<br>OTHER USES                     | 11,740,000   | 400,000   | 12,140,000              |
| TOTAL EXPENDITURES AND OTHER USES          | 59,776,486   | 1,914,000 | 61,690,486              |
|                                            |              |           |                         |
| ENDING FUND BALANCE                        |              |           |                         |
| Reserved                                   |              |           |                         |
| Unreserved                                 | 16,418,373   | -         | 16,418,373              |
| TOTAL<br>ENDING FUND BALANCE               |              |           |                         |
| Prior Period Adjustments                   |              |           |                         |
| Residual Equity Transfers                  |              |           |                         |
| TOTAL FUND COMMITMENTS<br>AND FUND BALANCE | 76,194,859   | 1,914,000 | 78,108,859              |

RENO-SPARKS CONVENTION & VISITORS AUTHORITY  
Schedule B - General Fund  
EXPENDITURES, OTHER USES, AND FUND BALANCE - ALL FUNCTIONS

| EXPENDITURE<br>BY FUNCTION<br>AND ACTIVITY              | FINAL BUDGET | REVISIONS | REVISED<br>REVENUES     |
|---------------------------------------------------------|--------------|-----------|-------------------------|
| Interest Earnings                                       |              | -         | -                       |
| Other                                                   | -            | -         | -                       |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
| Subtotal                                                | -            | -         | -                       |
| OTHER FINANCING SOURCES:                                |              |           |                         |
| Operating Transfers In (Schedule T)                     |              |           |                         |
| General                                                 | 3,440,000    | 400,000   | 3,840,000               |
| Debt Service                                            | 25,000,000   | -         | 25,000,000              |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
| TOTAL BEGINNING FUND BALANCE                            | 10,248,069   | -         | 10,248,069              |
|                                                         |              |           |                         |
| TOTAL RESOURCES                                         | 38,688,069   | 400,000   | 39,088,069              |
|                                                         |              |           |                         |
| EXPENDITURE<br>BY FUNCTION<br>AND ACTIVITY              | FINAL BUDGET | REVISIONS | REVISED<br>EXPENDITURES |
| Capital Outlay                                          | 37,301,150   | 400,000   | 37,701,150              |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
| Subtotal                                                | 37,301,150   | 400,000   | 37,701,150              |
| OTHER USES                                              |              |           |                         |
| CONTINGENCY (not to exceed 3% of<br>total expenditures) |              |           |                         |
| Transfers Out (Schedule T)                              | -            | -         | -                       |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
|                                                         |              |           |                         |
| ENDING FUND BALANCE                                     | 1,386,919    | -         | 1,386,919               |
|                                                         |              |           |                         |
| TOTAL COMMITMENTS & FUND BALANCE                        | 38,688,069   | 400,000   | 39,088,069              |

RENO-SPARKS CONVENTION & VISITORS AUTHORITY  
 Schedule B - Capital Projects  
 EXPENDITURES, OTHER USES, AND FUND BALANCE - ALL FUNCTIONS



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.**

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### **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.

| <b>Facility Worker vs. Government</b> | Rank 2nd Lowest                |              |
|---------------------------------------|--------------------------------|--------------|
| City of Reno                          | Custodian                      | \$ 38,417.60 |
| RSCVA                                 | Facility Worker                | \$41,600.00  |
| Washoe County                         | Laborer                        | \$ 44,948.80 |
| City of Sparks                        | Community Maint Worker I       | \$ 49,358.40 |
| Washoe County                         | Maintenance Worker- Facilities | \$ 49,400.00 |

| <b>Facility Worker vs. Warehouse</b> | Rank Lowest            |              |
|--------------------------------------|------------------------|--------------|
| RSCVA                                | Facility Worker        | \$41,600.00  |
| Tesla                                | Production Associate   | \$ 45,760.00 |
| Amazon                               | Warehouse Associates   | \$ 45,760.00 |
| Chewy                                | Fulfillment Specialist | \$ 45,760.00 |
| Renewal by Anderson                  | Warehouse Associates   | \$ 45,760.00 |
| Tire Rack                            | Warehouse Associates   | \$ 46,800.00 |
| Arrow Electronics                    | Picking Associate      | \$ 49,920.00 |
| PetSmart                             | Dist Warehouse Handler | \$ 49,920.00 |
| Uline                                | Material Handler       | \$ 54,080.00 |

| <b>Facility Worker vs. Casino</b> | Rank Mid                    |              |
|-----------------------------------|-----------------------------|--------------|
| Grand Sierra                      | Housekeeping/Room Attendent | \$ 37,440.00 |
| Peppermill                        | Cleaning Specialist         | \$ 39,520.00 |
| RSCVA                             | Facility Worker             | \$41,600.00  |
| Atlantis                          | Guest Room Attendent        | \$ 43,680.00 |
| Ceasers                           | Guest Room Attendent        | \$ 43,680.00 |
| Atlantis                          | Custodial I                 | \$ 48,048.00 |

| Program               | RSCVA             |                                                                                                                                                                                                                                             |         | City of Reno                                                                                                         |     | City of Sparks                                                                                                                                                                                                                                                                   | Washoe County                                                                                                                     |                  |         |         | TMWA                                                                                                                                                                                                          |           |
|-----------------------|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------------------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|------------------|---------|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Vacation              | 0-2 years         | 80                                                                                                                                                                                                                                          | Hours   | 0-5 years                                                                                                            | 156 | hrs                                                                                                                                                                                                                                                                              | 0-3 years                                                                                                                         | 120              | Hours   |         | 0-5 years                                                                                                                                                                                                     | 88 hours  |
|                       | 2-5 years         | 120                                                                                                                                                                                                                                         | Hours   | 5-10 Years                                                                                                           | 183 | hrs                                                                                                                                                                                                                                                                              | 3-5 Years                                                                                                                         | 160              | Hours   |         | 6-12 years                                                                                                                                                                                                    | 128 hours |
|                       | 5-9 years         | 145                                                                                                                                                                                                                                         | Hours   | 10-15 years                                                                                                          | 208 | hrs                                                                                                                                                                                                                                                                              | 5-20 years                                                                                                                        | 200              | Hours   |         | 13-19 years                                                                                                                                                                                                   | 168 hours |
|                       | 9+ years          | 169                                                                                                                                                                                                                                         | Hours   | 15+ Years                                                                                                            | 234 | hrs                                                                                                                                                                                                                                                                              | 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                                                                                                                                                                                                                                                                              |                                                                                                                                   |                  |         |         | 20-26 years                                                                                                                                                                                                   | 400 hours |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     | 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. |                                                                                                                                   |                  |         |         | 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.                                                                                                                                                                                           |         | 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. |     | 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          | 18 Yrs  | \$3,800 | N/A                                                                                                                                                                                                           |           |
|                       |                   | 1-3 years                                                                                                                                                                                                                                   | \$1,000 |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 6 Yrs                                                                                                                             | \$1,600          | 19 Yrs  | \$3,900 |                                                                                                                                                                                                               |           |
|                       |                   | 4-6 years                                                                                                                                                                                                                                   | \$1,500 | 5 years = 2.5%                                                                                                       |     |                                                                                                                                                                                                                                                                                  | 7 Yrs                                                                                                                             | \$1,700          | 20 Yrs  | \$4,000 |                                                                                                                                                                                                               |           |
|                       |                   | 7-10 years                                                                                                                                                                                                                                  | \$2,000 | 10 years = 5.0%                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 8 Yrs                                                                                                                             | \$1,800          | 21 Yrs  | \$4,100 |                                                                                                                                                                                                               |           |
|                       |                   | 11-15 years                                                                                                                                                                                                                                 | \$2,500 | 15 years = 7.5%                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 9 Yrs                                                                                                                             | \$1,900          | 22 Yrs  | \$4,200 |                                                                                                                                                                                                               |           |
|                       |                   | 16-20 years                                                                                                                                                                                                                                 | \$3,000 | 20 years = 10.0%                                                                                                     |     |                                                                                                                                                                                                                                                                                  | 10 Yrs                                                                                                                            | \$3,000          | 23 Yrs  | \$4,300 |                                                                                                                                                                                                               |           |
|                       |                   | 21-25 years                                                                                                                                                                                                                                 | \$3,500 | 25 years = 12.5% (maximum)                                                                                           |     |                                                                                                                                                                                                                                                                                  | 11 Yrs                                                                                                                            | \$3,100          | 24 Yrs  | \$4,400 |                                                                                                                                                                                                               |           |
|                       |                   | 26-30 years                                                                                                                                                                                                                                 | \$4,000 |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 12 Yrs                                                                                                                            | \$3,200          | 25 Yrs  | \$4,500 |                                                                                                                                                                                                               |           |
|                       |                   | 31+ years                                                                                                                                                                                                                                   | \$5,000 |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 13 Yrs                                                                                                                            | \$3,300          | 26 Yrs  | \$4,600 |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 14 Yrs                                                                                                                            | \$3,400          | 27 Yrs  | \$4,700 |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 15 Yrs                                                                                                                            | \$3,500          | 28 Yrs  | \$4,800 |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 16 Yrs                                                                                                                            | \$3,600          | 29 Yrs  | \$4,900 |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  | 17 Yrs                                                                                                                            | \$3,700          | 30+ Yrs | \$5,000 |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  |                                                                                                                                   |                  |         |         |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  |                                                                                                                                   |                  |         |         |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  |                                                                                                                                   |                  |         |         |                                                                                                                                                                                                               |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     |                                                                                                                                                                                                                                                                                  |                                                                                                                                   |                  |         |         |                                                                                                                                                                                                               |           |
| 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                                                                        |     |                                                                                                                                                                                                                                                                                  | N/A                                                                                                                               |                  |         |         | \$1.00 for \$1.00 up to 5% (after 1 year of service)                                                                                                                                                          |           |
|                       |                   |                                                                                                                                                                                                                                             |         |                                                                                                                      |     | Employee contributes minimum \$125 per pay period and City matches up to \$125 per pay period.                                                                                                                                                                                   |                                                                                                                                   |                  |         |         | 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<br>5.0% | Chosen on<br>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<br>5.0% | Chosen on<br>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

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