

AGENDA SUMMARY PAGE CITY COUNCIL MEETING OF: AUGUST 1, 2007

DEPARTMENT: CITY CLERK

DIRECTOR: BEVERLY K. BRIDGES

☐ Consent ☒ Discussion

SUBJECT:

BUSINESS ITEMS:

Discussion and possible action to adjust the compensation for City Manager Douglas A. Selby
(Fiscal Impact to be Determined General Fund)

Fiscal Impact

☐

No Impact

☒

Budget Funds Available

Amount: To Be Determined

Funding Source: General Fund

☐ Augmentation Required

Dept./Division: City Manager

PURPOSE/BACKGROUND:

Yearly performance and compensation review of City Manager Douglas A. Selby

RECOMMENDATION:

Staff to follow Council's direction

BACKUP DOCUMENTATION:

Notice of personnel session

Motion made by OSCAR B. GOODMAN to Approve merit increase of five percent and a bonus of \$10,000 effective 8/1/2007

Passed For: 7; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 0

RICKI Y. BARLOW, LOIS TARKANIAN, LARRY BROWN, OSCAR B. GOODMAN,
GARY REESE, STEVE WOLFSON, STEVEN D. ROSS; (Against-None); (Abstain-None);
(Did Not Vote-None); (Excused-None)

Minutes:

MAYOR GOODMAN explained that, as a result of legislative changes, the City Manager's performance and compensation is to be determined in a public forum.

CITY MANAGER SELBY outlined his accomplishments during his fifth year as City Manager, with the help and dedication of approximately 3,000 employees. Those employees provide the highest level of municipal service, consistent with the City's mission statement, for the 23rd highest population in the nation. The Council's input, both individually and collectively, in defining the City's priorities, budgeting funds and creating leadership, has empowered staff to create the city desired. The Council has also helped the City change and evolve in a way that will serve the City well for many years to come. One of those changes includes a performance-based operations philosophy. One of the noteworthy achievements for the City is the inaugural Vegas

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Grand Prix on the streets of Downtown Las Vegas, which brought international attention to the City. The race demonstrated a coordinated effort of many City departments, outside agencies and businesses to solve a problem or achieve an objective. There are a number of unique recreational projects underway, including an events center capable of hosting major league sports, which is a validation of the environment that has been created downtown that is attractive to the private sector for substantial investment.

Financially, the City had a challenging budget year, due to the downturn of consolidated tax revenues from housing, but the budget outlook is good, thanks to the efforts of the department directors to cut \$27 million. Municipal Court alone made changes that eliminated a \$3 million projected deficit and ended with a surplus of \$260,000. The Performance Plus initiative, which is geared towards managing in a measurable performance-oriented manner, took a giant step forward with the completion of training. This initiative will enable staff to provide better information on how to use the City's resources.

He commented on both direct and indirect benefits. He recently approved a policy regarding the social aspects of sustainable development in the form of services. In addition, he oversees the functions performed in the city of Las Vegas.

COUNCILMAN REED faces many challenges. SELBY is a man of action. The City CITY MANAGER has put his trust in him.

COUNCILMAN WOLFE said he was glad to hear from CITY MANAGER REESE. There are many things that have happened since the election and he would like to talk to CITY MANAGER SELBY about what he would have done differently if he had been elected Mayor last night. CITY MANAGER SELBY replied that there were a lot of things that could have been clarified issues and reduced stress on the community. CITY MANAGER SELBY said that communication would have been better if he had been elected Mayor last night. CITY MANAGER SELBY congratulated CITY MANAGER REESE on an excellent job.

COUNCILMAN ROSS stated that thanks to CITY MANAGER SELBY the employees have committed to the vision passed from the Council.

COUNCILMAN BROWN commended CITY MANAGER SELBY on his integrity. The financial efficiencies, leadership and initiatives never seem to be reported in the news. CITY MANAGER SELBY has earned the right to be called the leader of the City.

COUNCILWOMAN TARKANIAN thanked CITY MANAGER SELBY for his responsiveness, openness and integrity. She agreed that there are areas where greater communication is needed. The City does face issues with revenue and accountability, but she is certain that CITY MANAGER SELBY will continue to provide strong leadership and work hard to improve the City.

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COUNCILMAN BARLOW expressed appreciation for the appointive meetings held to maintain open communication with staff and the openness of CITY MANAGER SELBY. He is an excellent communicator, which is critical for both the Council and staff at all levels. The ongoing diversification of staff and handling of the budget is excellent.

MAYOR GOODMAN discussed the merits of CITY MANAGER SELBY'S performance, noting that it is impossible to put a price on decency and integrity. He described CITY MANAGER SELBY as honest, kind, considerate and committed. The Mayor announced that CITY MANAGER SELBY met with him and indicated that, given the tightening fiscal situation, it would be inappropriate for him, as a manager that wants to lead by example, to receive a raise or bonus. However, MAYOR GOODMAN stated that it is important for the Council to show how much it appreciates CITY MANAGER SELBY'S performance. Therefore, he felt it would be just to approve a five percent merit increase and a \$10,000 bonus, effective August 1, 2007.

COUNCILWOMAN TARKANIAN expressed a concern about granting bonuses while staff is being laid off. She stated that things should be kept equal.

