



*Las Vegas*

Agenda Item No.: 12.

**AGENDA SUMMARY PAGE**  
**CITY COUNCIL MEETING OF: AUGUST 4, 2010**

**DEPARTMENT:** CITY CLERK  
**DIRECTOR:** BEVERLY K. BRIDGES

☐ Consent ☒ Discussion

**SUBJECT:**  
**BUSINESS ITEMS:**

Discussion and possible action to adjust the compensation and amend the term of the Employment Agreement for City Manager Elizabeth N. Fretwell (Fiscal Impact to be Determined - General Fund)

**Fiscal Impact**

☐

No Impact

☐

Augmentation Required

☐

Budget Funds Available

**Amount:** To Be Determined

**Funding Source:** City Manager

**Dept./Division:** General Fund

**PURPOSE/BACKGROUND:**

Yearly performance and compensation review of the City Manager Elizabeth N. Fretwell

**RECOMMENDATION:**

Staff to follow Council's direction

**BACKUP DOCUMENTATION:**

1. Notice of Personnel Session
2. Amended Employment Agreement
3. Submitted at Meeting E-mail from Don King by Mayor Goodman for Items 12-14

Motion made by OSCAR B. GOODMAN to Approve the annual review and the amended Employment Agreement

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

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

**Minutes:**

CITY MANAGER ELIZABETH FRETWELL explained that the item as posted is misrepresentative of what action is expected. Her performance contract must be reviewed each year by the Mayor and City. There is no adjustment to her compensation. She has spoken with the City Clerk about modifying how this item will come forward in the future to accurately reflect the appropriate action.

## CITY COUNCIL MEETING OF: AUGUST 4, 2010

Fiscal Year 10 was a tough year for the City of Las Vegas, the leaders, employees and its citizens. With the community facing record setting bankruptcies, foreclosures and unemployment levels, the City had to prepare and respond to a new set of economic drivers and none were positive.

CITY MANAGER FRETWELL provided a brief history of where the City was a year ago, just before revenues began to plummet and adjustments had to be made to the budget. At that time she indicated the need to reduce the structural budget deficit by \$25 million; however, it had to be cut by \$45 million. Over 200 employees were laid off, recreation outlets were closed, services were scaled back, explored untapped revenues and made many other difficult decisions. Labor negotiations were tense, but several services were saved as a result of the willingness by employees and labor leaders to work through tough issues. The five-year structural deficit was cut in half by aggressive actions. More than 15 percent of the budget and positions were eliminated and the City reached out to the community both to inform them and to listen. Your City Your Way was a great success and continued to institutionalize Performance Plus throughout the organization preparing the first City score card on how the City is performing. Employees have been trained in diversity and are ready to share their experiences, accepting differences and give their best.

CITY MANAGER FRETWELL recognized that the City moved forward with its sustainability efforts and the accomplishments are outstanding making the City a national municipal leader. She outlined the reduction in energy consumption, green house emissions, reduction in the carbon footprint, and reductions of energy costs. Her intent is to continue to push through the completion of the Council's 2008 Sustainable Strategy initiative. None of these things would be possible without a fantastic team. She thanked the Mayor and Council for their leadership, as well as the executive team, directors and employees, for keeping the City functioning, despite the negative impacts of the economic downturn. She thanked the labor leaders, especially CHRIS COLLINS, President of the Las Vegas Police Protective Association (LVPPA) and DEAN FLETCHER, President, of the International Fire Fighters Association (IAFF), who were willing to work through tough issues and reaching a consensus on savings jobs and critical services.

Her future goals are based on the City Council's six set priority areas. In order to continue to make improvements, discussions need to be reframed. The goal is to focus on the downtown core, expand the Redevelopment Agency, attract sustainable industry, streamline business licensing and improve the local bidding preferences. Consolidation and outsourcing discussions need to continue and create a new stabilized budget, protect the revenue stream and strategize expenditure reductions. Her goal is to get the City to a point that the annual revenues exceed expenses by two to five percent, and continue to pursue sustainable practices. Tackle the issue of the new employee with compensation tied to economic string and revenues, restructure the benefit programs, and move to a management paid by performance system. Finally, create neighborhood self-sufficiency and create community involvement. She looks forward to the coming year filled with challenges and opportunities that come with a troubled economy. With the Mayor and Council's leadership and support, she is certain the City will emerge stronger and better than ever.

## **CITY COUNCIL MEETING OF: AUGUST 4, 2010**

MAYOR GOODMAN submitted for the record an email he received from DON KING, President of the Las Vegas City Employee Association.

MAYOR GOODMAN, COUNCILMEN REESE, WOLFSON, BARLOW, ROSS and COUNCILWOMAN TARKANIAN all commended her on her excellent job performance and all wish the City was in a position to compensate her monetarily. However, given the anemic economic conditions and that some of the terms of current Councilmembers are up for election in 2011, they all agreed on the extension of her contract until 2014. CITY MANAGER FRETWELL will be able to provide the history of the current Council's vision, as well as to have a certain comfort level to keep on making these hard and unpopular decisions.

COUNCILWOMAN TARKANIAN wanted for those employees who are uncertain of the future, that the City Council is cognizant of that.

CITY ATTORNEY BRAD JERBIC advised that the motion should be to approve the amended contract.

