



Las Vegas

Agenda Item No.: 4.

AGENDA SUMMARY PAGE
SPECIAL CITY COUNCIL MEETING OF: JUNE 21, 2017

DEPARTMENT: CITY CLERK
DIRECTOR: LUANN D. HOLMES

☐ Consent ☒ Discussion

SUBJECT:

Discussion for possible action regarding annual review of City Manager Elizabeth N. Fretwell

Fiscal Impact:

☒ No Impact ☐ Augmentation Required
☐ Budget Funds Available

Amount:

Funding Source:

Dept./Division:

PURPOSE/BACKGROUND:

Yearly performance review of the City Manager Elizabeth N. Fretwell

RECOMMENDATION:

Staff to follow Council's direction

BACKUP DOCUMENTATION:

Notice of Personnel Session

Motion made by STEVEN D. ROSS to Approve the amount of money equivalent to three months of PERS (Public Employees' Retirement System) and free parking downtown for life

Passed For: 6; Against: 1; Abstain: 0; Did Not Vote: 0; Excused: 0

BOB COFFIN, RICKI Y. BARLOW, LOIS TARKANIAN, CAROLYN G. GOODMAN, STEVEN D. ROSS, STAVROS S. ANTHONY; (Against-BOB BEERS); (Abstain-None); (Did Not Vote-None); (Excused-None)

Minutes:

This item was trailed and heard subsequent to Item 7.

MAYOR GOODMAN expressed her appreciation for CITY MANAGER ELIZABETH FRETWELL stating that she was sensational and thanked her for everything she has done for the City and Las Vegas.

CITY MANAGER FRETWELL stated that the City has had a good run over the last several years, and she mentioned that some of them came to fruition this year including becoming 100 percent solar.

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She also noted that COUNCILMEN BEERS and COFFIN wanted to make sure the City was as transparent as possible. An extraordinary effort was made to put together an updated performance management system that is open and available to the public and includes a transparency website where people can find out nearly anything they want to about the City.

CITY MANAGER FRETWELL stated that the City is also helping the City of North Las Vegas and was able to complete a consolidation of jail services this year. She thanked DEPUTY CITY MANAGER ORLANDO SANCHEZ and CHIEF MICHELE FREEMAN, Department of Public Safety, for making that happen.

CITY MANAGER FRETWELL reviewed the following accomplishments as well. The City received an additional \$55 million in New Markets Tax Credits to help businesses, nonprofits and schools in some of the most distressed neighborhoods; the City Council adopted a Downtown Masterplan and the Community By Design strategic framework that will set the course for many activities in the coming years; the Cashman property transfer was completed and will create a new redevelopment opportunity for the City; a major investment was made to expand the jail, which was finished on time and under budget; the City was the first in the state to be accredited by the International Economic Development Accreditation Agency; the City is in the process of completing two pre-K centers to make a difference in education; the UNLV (University of Nevada Las Vegas) Miller School will open in the fall with a 700-person faculty; the Downtown Loop circulator will commence next week; the Republic Services Agreement was finished; all of the development obligations in Symphony Park have been cleared, and new development can begin; the City was recognized by Transforming Local Government and The Alliance for Innovation for the My Vegas Alexa app; full automation of the Development Services Center activities are 70 percent complete; and there was an incredible legislative session. The budget has recovered, revenues are where they were pre-recession and the City has nine percent fewer employees which shows the City was smart in the way infrastructure and technology were deployed. There was an infusion of capital that allowed for the addition of new fire stations and parks. Higher priorities were focused on including getting the Homeless Courtyard and focusing on roadways, safety for pedestrians and making sure the community is connected to downtown. The City's citizens are 20 points happier than every other major metropolitan market Las Vegas is compared to, and the City was recently recognized by Governing Magazine, which is one of the biggest recognitions a city can receive for Equipt to Innovate.

CITY MANAGER FRETWELL is proud of the accomplishments and is still working on funding for the Municipal Court. She stated it has been a pleasure to serve the Council and could not have done it without the Councilmembers' support and willingness to listen. She also thanked her team, department heads and employees who make things happen.

COUNCILWOMAN TARKANIAN appreciated the things that CITY MANAGER FRETWELL taught her and thanked her for not being afraid to stand up for what she thought was right. The Councilwoman thought CITY MANAGER FRETWELL was one of the best City Managers ever, and she will miss her.

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COUNCILMAN ANTHONY stated it had been an honor to work with CITY MANAGER FRETWELL who led the City through some hard times and is leaving it in much better shape.

COUNCILMAN ROSS stated that CITY MANAGER FRETWELL put together an elite team of department heads and directors, and she has done a lot of remarkable things including guiding the City through the worst recession in history. He congratulated her on everything she has done for the City and on her new adventure.

COUNCILMAN COFFIN suggested compensating CITY MANAGER FRETWELL three months of PERS (Public Employees Retirement System of Nevada) payments. CITY MANAGER FRETWELL explained that her actual retirement date would be in October, so she was shy of being able to retire by two months and 29 days. She will have to work that out with PERS, and she was happy with whatever the Council decides.

COUNCILMAN ROSS pointed out that from 2009 to 2013, CITY MANAGER FRETWELL did not receive a salary increase due to the recession, and he made a motion to approve the amount of money equivalent to three months of PERS and her paying downtown for life.

COUNCILMAN BEERS thought CITY MANAGER FRETWELL has done a phenomenal job for the City, but he stated that the severance package for her includes built-in severance pay upon voluntary departure in the amount of \$21,000; for that reason, he would oppose the motion.

COUNCILWOMAN TARMANIAN asked if the PERS cost was approximately \$21,000, and CITY MANAGER FRETWELL replied in the affirmative. She further explained that the City has an Executive Benefits Plan that was adopted by the City Council in 2011. If an Executive or Appointive employee retires and has 10 years of service, they are eligible for an automatic severance package that is based on the number of years they served. The plan was modified significantly in 2011, and the sick leave buyout was eliminated; vehicle allowances and Executive allowances were eliminated as well, but the severance program was retained. The amount COUNCILMAN BEERS referred to was equal to the number of weeks she would be eligible for, just like any other employee in the Executive or Appointive Plan. She pointed out that when any of the Councilmembers' employees leave employment with the City, they would also be eligible for the severance package. It is a part of the benefits those groups of employees get; her benefit is no different. If the Councilmembers choose to true-up her PERS, that would be in addition to the traditional Executive and Appointive Benefit Plan.

COUNCILMAN BARLOW thought COUNCILMAN BEERS had a good point. He thought the request was to advance CITY MANAGER FRETWELL'S retirement for PERS, and he wondered if others would have completed PERS on their own to receive the benefit of the Executive package. CITY MANAGER FRETWELL replied that was dependent on each person's situation and their tenure.

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DEPUTY CITY MANAGER SANCHEZ stated that this review is based on CITY MANAGER FRETWELL'S performance for the past year. He thought it should be considered separately from her separation package that is already part of the agreement the City has with employees.

COUNCILMAN BARLOW asked what happens if an employee resigns prior to their retirement date, and DEPUTY CITY MANAGER SANCHEZ explained that if an employee is short from being PERS eligible when they retire, they have the right to buy down the years or they can take a deduction from the PERS system. He confirmed they would receive separation pay as that is an agreement the City has with its Appointive and Executive personnel.

COUNCILWOMAN TARKANIAN requested that staff send information to the Councilmembers so they could understand how it works for their Appointive staff. CITY MANAGER FRETWELL confirmed that as their Appointive staff transitions out, they are eligible for the severance package based on their years of service.

MAYOR GOODMAN stated that CITY MANAGER FRETWELL has done a phenomenal job and asked if there was any difference in the severance package someone chooses to resign versus retire, and DEPUTY CITY MANAGER SANCHEZ replied there was not. He added that CITY MANAGER FRETWELL was modest when she talked about employees giving up their sick leave; he stated that there is a guideline on their vacation leave so there is a more moderate payout to employees at separation.

CITY ATTORNEY BRAD IERBIC clarified and restated that the motion was to award CITY MANAGER FRETWELL an amount of money equivalent to three months of PERS and a lifetime parking pass.

Subsequent to the vote, COUNCILWOMAN TARKANIAN thanked COUNCILMAN BEERS for bringing the additional information to their attention.

See Item 3 for related discussion.