

MINUTES
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
BOARD OF TRUSTEES' SPECIAL MEETING
LAS VEGAS, NEVADA
January 8, 2020
(approved February 11, 2021)

The Board of Trustees of the Las Vegas-Clark County Library District met in special session via Webex at 3:00 p.m., Friday, January 8, 2020.

Present:

Board:	F. Ortiz, Chair	S. Bilbray-Axelrod
	K. Benavidez	E. Foyt
	R. Wadley-Munier	M. Francis Drake
	S. Ramaker	B. Wilson
	J. Meléndrez	

Counsel: G. Welt

Absent: K. Rogers - excused

Staff: Fred James, Acting Executive Director
Jeffrey Serpico, Human Resources Director
Allison Boyer, Executive Assistant

Guests: Jane Whisner, Destiny Executive Search Group
Kelvin Watson

F. Ortiz, Chair, called the meeting to order at 3:09 p.m.

Roll Call and Pledge of Allegiance (Item I.) All members listed above represent a quorum. Appendix A.
Everyone then stood to recite the Pledge of Allegiance.

Public Comment (Item II.) None.

Agenda (Item III.) Trustee Ramaker moved to approve the Agenda as proposed. There was no opposition and the motion carried.

Discussion and possible Board action to approve a contract for a new Executive Director. (Item IV.A.) On December 4, 2020, the Las Vegas-Clark County Library District Board of Trustees interviewed candidates for the position of Executive Director and decided to interview the top two-scoring candidates as finalists. On December 17, 2020, the Las Vegas-Clark County Library District Board of Trustees interviewed the two finalists. After the interviews, the Board of Trustees selected Mr. Kelvin Watson for the position of Executive Director.

Following the selection of Mr. Watson for the position of Executive Director, Trustee Shannon Bilbray-Axelrod was delegated to negotiate with Counsel Gerald Welt and HR Director Jeff Serpico on Mr. Watson's employment contract.

Chair Ortiz asked Trustee Bilbray-Axelrod to summarize her negotiations with Mr. Kelvin Watson for the position of Executive Director. Bilbray-Axelrod said they used an old contract of former Executive Director Ron Heezen's as a base and adjusted some areas.

Trustee Bilbray-Axelrod said one of the areas of discussion was salary. After speaking with Human Resources and doing some more research,

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including on Mr. Watson's current salary, they came to an agreement on a salary she could support. The initial term of the contract will be five years.

Chair Ortiz confirmed that the agreement was for five years. Both Counsel Welt and Human Resources Director Serpico have reviewed it. The reason for the meeting is that Mr. Watson has signed the contract so Ortiz wanted a vote to approve it. Ortiz will then sign the contract and then Watson can give a 30-day notice to his employer.

After being asked by Chair Ortiz, Mr. Watson said his anticipated start date (taking into account weekends and holidays) would be Monday, February 15, 2021. His last day at his current employer would be February 12, 2021.

Trustee Foyt had a question on Section 8 of the contract regarding vacation, sick leave, and holidays. She felt it does not spell out what Mr. Watson's benefits would be. Counsel Welt said Mr. Watson would receive the same benefits as the rest of the District's employees. Foyt then asked if there was a formula. Mr. Serpico explained that there is an accrual amount for vacation and sick leave based upon the employee's time worked. Mr. James added that vacation time is the same for all employees, but after ten years working for the District, the amount employees accrue increases. For sick leave, employees accrue approximately 3.74 hours per pay period. This adds up to approximately one day a month for sick leave and approximately 2.5 weeks for vacation. Foyt then thanked Trustee Bilbray-Axelrod for negotiating the contract.

Trustee Wilson thanked Trustee Bilbray-Axelrod for the five-year initial term which makes him feel very comfortable in the decision.

Trustee Ramaker thanked everyone for their work on this and she feels it covered everything that we really need.

Trustee Francis Drake thanked Trustee Bilbray-Axelrod for her work on this.

Trustee Meléndrez thanked Trustee Bilbray-Axelrod. He welcomed Mr. Watson and is looking forward to working with him.

Trustee Bilbray-Axelrod thanked everyone for their kind words. She is very excited for what Mr. Watson will bring to the District and has been nothing but impressed thus far.

Chair Ortiz thanked both Mr. Watson and Trustee Bilbray-Axelrod. Everyone is very excited for Watson to start.

Counsel Welt asked that, the start date is different to the contract Mr. Watson signed, Watson would need to change the date in the agreement, initial the change, and send the contract back to the District. Welt added that Mr. Scott Abbott, Human Resources Legal Counsel, helped in the redrafting of the agreement. Executive Assistant Boyer added that, since February 15 is the President's Day holiday and the District would be closed, Watson's start date will need to be changed to Tuesday, February 16, 2021. Watson agreed to the change.

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Trustee Wilson moved to approve the contract and have the Chair sign it on behalf of the Board of Trustees. There was no opposition and the motion carried.

Chair Ortiz said that, once the contract has been executed, Executive Assistant Boyer will be authorized to talk to Mr. Watson about moving expenses, etc.

Chair Ortiz invited Mr. Watson to make some comments.

Mr. Watson started off by thanking Chair Ortiz and Trustee Bilbray-Axelrod. He said this was a great way to start off the New Year and is ready to start working with the team. He is looking forward to better days for us all, especially after the events of this week. Watson then talked about the importance of libraries in the communities they serve.

Chair Ortiz then asked if Acting Executive Director James would like to add anything. Mr. James said that he is very happy Mr. Watson has accepted and that the Board has approved the contract. He is the bench warmer until February.

Chair Ortiz welcomed the employees back to work. He assured them that the Trustees are following up on anything that might have to do with the pandemic and thanked them for continuing to work.

**Announcements
(Item X.)**

The next Board Meeting will be held Thursday, January 21, 2021 via Webex and in a location to be determined at 6:00 p.m.

**Public Comment
(Item XI.)**

None.

**Executive Session
(Item XII.)**

Removed from Agenda.

**Adjournment
(Item XIII.)**

Chair Ortiz adjourned the meeting at 3:34 p.m.

Respectfully submitted,

Kelly Benavidez, Secretary

2021 ATTENDANCE

January 8, 2021 Special Board Meeting

Appendix A

2021		January 8 Special Board Mtg												
Benavidez	Kelly	P												
Bilbray-Axelrod	Shannon	P												
Francis Drake	Marilyn	P												
Foyt	Elizabeth	P												
Meléndrez	José	P												
Ortiz	Felipe	P												
Wadley-Munier	Robin	P												
Ramaker	Sandra	P												
Wilson	Brian	P												
Rogers	Keith	A-E												

attended Committee meeting but not a member

- A-E Excused Absence
- A-U Unexcused Absense

as of January 8, 2021