

**WORKFORCE CONNECTIONS  
LOCAL ELECTED OFFICIALS CONSORTIUM  
MINUTES**

Tuesday, September 8, 2015  
1:00 p.m.

Rosalie Boulware Bronze & Silver Conference Rooms  
6330 W. Charleston Blvd., Suite 150  
Las Vegas, NV 89146

**Members Present**

Commissioner Lawrence Weekly  
Councilman Bob Beers (phone)  
Councilwoman Anita Wood  
Councilwoman Gerri Schroder (phone)  
Councilwoman Peggy Leavitt  
Commissioner Ralph Keyes (phone)  
Commissioner Butch Borasky

**Members Absent**

Commissioner Varlin Higbee

**Staff Present**

Ardell Galbreth  
Suzanne Potter  
Jim Kostecki  
Brett Miller  
Kenadie Cobbin-Richardson  
Jaime Cruz

**Others Present**

Michael Oh, City of Henderson  
Catherine Jorgenson, Clark County  
Jack Eslinger, City of Las Vegas  
Chris Boyd, City of Henderson  
Ron Hilke, DETR  
Linda Montgomery, The Learning Center  
Dr. Tiffany Tyler, Nevada Partners, Inc.

(It should be noted that not all attendees may be listed above)

**1. CALL TO ORDER, confirmation of posting, roll call, Pledge of Allegiance**

The meeting was called to order by Chair Commissioner Lawrence Weekly at 1:08 p.m. Staff confirmed the meeting had been properly posted in accordance with the Nevada Open Meeting Law. Roll call was taken and a quorum was present.

**2. FIRST PUBLIC COMMENT SESSION:**

Chair Weekly opened the floor for public comment.

*Hearing no comments, Chair Weekly closed the Public Comment Session.*

**3. DISCUSSION AND POSSIBLE ACTION: Approve the agenda with inclusions of any emergency items and deletion of any items**

*A motion was made by Commissioner Butch Borasky and seconded by Councilwoman Peggy Leavitt to approve the agenda as presented. Motion carried.*

**4. DISCUSSION AND POSSIBLE ACTION: Approve the Local Elected Officials Consortium minutes of July 14, 2015**

Chair Wood presented the minutes on page 8-15 of the agenda packet.

*A motion was made by Councilwoman Peggy Leavitt and seconded by Commissioner Butch Borasky to approve the Local Elected Officials Consortium minutes of July 14, 2015 as presented. Motion carried.*

**5. DISCUSSION AND POSSIBLE ACTION: Approve the appointment of Board member Maggie Arias-Petrel to serve on the Programs Committee or Finance & Budget Committee**

Chair Wood opened the floor for discussion. Ardell Galbreth, Executive Director stated that Ms. Arias-Petrel prefers to serve on the Programs Committee. A list of current committee members is provided on page 17 of the agenda packet.

Following brief discussion,

*A motion was made by Councilman Bob Beers and seconded by Commissioner Butch Borasky to approve the appointment of Board member Maggie Arias-Petrel to serve on the Programs Committee. Motion carried.*

**6. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections' Board By-laws as amended by the Board on July 28, 2015**

Chair Weekly presented the by-laws provided on page 19-36 of the agenda packet. Mr. Galbreth read the changes recommended by the Board:

1. Pg. 20, footnote: delete (6) each one-stop partner with the Board;
2. Pg. 25, (v) 1: insert Chair after Board;
3. Pg. 28, 3.3: delete with the approval of the LEOs;
4. Pg. 31, (e)(g): delete entire sentence;
5. Pg. 33, 6.4(b): insert Committees after Board;
6. Pg. 34, 7.1: change Article VI to Article VII.

*A motion was made by Councilwoman Anita Wood and seconded by Commissioner Butch Borasky to ratify Workforce Connections' Board By-laws as amended by the Board on July 28, 2015. Motion carried.*

**7. DISCUSSION AND POSSIBLE ACTION: Review and approve changes to the LEO Consortium Cooperative Agreements previously approved by the LEO Consortium on May 12, 2015**

Chair Weekly presented the item and requested background from Michael Oh, Legal Counsel. Mr. Oh reported that these agreements were originally placed on the agenda and approved in May 2015. The

changes presented today were requested by Nye County and include mostly minor typographic and stylistic changes, which do not change the substance of the agreements. The agreements with noted corrections are provided on page 45-72 of the agenda packet.

Commissioner Butch Borasky requested the LEOs to note any changes they disagree with and he will take back to his board for approval.

Mr. Oh stated that these changes have been shared with the legal team and they have no major objections and the district attorney's office in Nye County is recommending the signing of the agreements with these approved changes. These changes will not require the agreements to go back to each of the jurisdictions' boards, rather a final copy with all changes and signatures will be distributed to the respective jurisdictions' clerk's office.

Chair Weekly requested consultation from Catherine Jorgenson, Clark County District Attorney's Office. Ms. Jorgenson stated that grammatically the suggested "are" and "their" is incorrect on page 2 of the Chief Local Elected Officials Agreement, but in terms of legality, it is not significant and she agreed that the agreements do not have to go back to the board of county commissioners for approval.

Commissioner Borasky stated that when this item was reviewed the breakdown of percentages was not in the packet and is the first time the current board has seen this breakdown because most of the members are new and the last time they were approved was in 2007.

*A motion was made by Councilwoman Anita Wood and seconded by Commissioner Butch Borasky to approve changes to the LEO Consortium Cooperative Agreements previously approved by the LEO Consortium on May 12, 2015. Motion carried.*

**8. DISCUSSION AND POSSIBLE ACTION: Approve recommended Within State Formula Allocation for Nevada Workforce Innovation and Opportunity Act (WIOA) Unified Plan**

Mr. Galbreth provided background. The Nevada Department of Training, Employment and Rehabilitation (DETR) in tandem with Workforce Connections submitted a letter (p. 74) requesting modification of the methodology to make in-state allocations and the Agricultural Outreach Plan. With the enactment of WIOA a new State Unified Plan will be implemented and the formula allocation will be more fair and equal for both the Southern and Northern Boards. Mr. Galbreth stated that DETR, WC and NevadaWorks (Northern Board) have met and are in agreement with the proposed changes.

*A motion was made by Councilwoman Anita Wood and seconded by Commissioner Butch Borasky to approve recommended Within State Formula Allocation for Nevada Workforce Innovation and Opportunity Act (WIOA) Unified Plan. Motion carried.*

**9. DISCUSSION AND POSSIBLE ACTION: Review, discuss and approve Workforce Connections' Strategic Work Plan Goals Matrix in support of Southern Nevada Workforce Development Area**

Jaime Cruz, Chief Strategy Officer provided an overview of the Strategic Work Plan Goals Matrix to include:

- Goal 1: Implement Effective Policies for Management and Oversight of the One-Stop Delivery System
- Goal 2: Champion Youth Education, Training and Employment
- Goal 3: Promote Quality Employment and Training Services for Adult and Dislocated Workers
- Goal 4: Attract, Grow and Retain Businesses

For each of the goals there are strategies and tactics that support the vision and mission of Workforce Connections and the Workforce Investment and Opportunity Act.

*A motion was made by Councilwoman Anita Wood and seconded by Commissioner Butch Borasky to approve Workforce Connections’ Strategic Work Plan Goals Matrix in support of Southern Nevada Workforce Development Area as presented. Motion carried.*

**10. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections’ ADW contract with Lincoln County Grants Administration as a One-Stop Affiliate Site for Lincoln County to deliver career and training services to adults and dislocated workers in an amount not to exceed \$100,000 for the contract period July 1, 2015 through June 30, 2016**

Mr. Galbreth reported that Lincoln County has been doing well and working closely with the Lincoln County School District.

Lincoln County Workforce program scope of work is provided on page 92-93 of the agenda packet.

*A motion was made by Commissioner Butch Borasky and seconded by Councilwoman Peggy Leavitt to ratify Workforce Connections’ ADW contract with Lincoln County Grants Administration as a One-Stop Affiliate Site for Lincoln County to deliver career and training services to adults and dislocated workers in an amount not to exceed \$100,000 for the contract period July 1, 2015 through June 30, 2016. Motion carried.*

**11. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections’ contract award of National Emergency Grant (NEG) funds to the sub-recipients listed below. NEG funds can only be expended on WIOA training activities for eligible Dislocated Workers**

a. Academy of Human Development .....	\$50,000
b. Easter Seals Nevada .....	\$50,000
c. Goodwill of Southern Nevada .....	\$50,000
d. HELP of Southern Nevada .....	\$25,000
e. Las Vegas Clark County Urban League .....	\$50,000
f. ResCare Workforce Services .....	\$500,000
g. Nevada Partners, Inc. ....	\$100,000
h. Nye Communities Coalition .....	\$35,000
	<b>\$860,000</b>

Councilwoman Schroder disclosed her relationship as a current board member of the Las Vegas Clark County Urban league and abstained from voting.

Chair Weekly disclosed his relationship as a board member of the Las Vegas Clark County Urban League and requested guidance from legal counsel regarding special considerations of his membership through Clark County. Legal Counsel established that Commissioner Weekly serves in a capacity that is one removed from Councilwoman Schroder’s capacity, and since he receives no personal benefits as a board member, the disclosure of his relationship is sufficient.

Commissioner Borasky disclosed that he sits on a sub-committee coalition for applying for 501(c)(3) that is not related to funding and independent from the agency, and made a motion to approve this item.

Chair Weekly requested Mr. Galbreth to provide explanation regarding the amount of ResCare’s allocation. Mr. Galbreth stated that the Department of Labor granted an extension for these NEG funds through June 30, 2016. Staff coordinated with each of the current Adult and Dislocated Worker service providers requesting their feedback regarding their capacity to utilize these funds and the number of individuals they would serve. Based on this feedback, staff made a recommendation. Chair Weekly expressed concern that ResCare is a new provider and has not established a track record to demonstrate a capacity to expend the \$500,000 in NEG funds.

Councilman Beers stated that the NEG funds come with strings attached making it nearly impossible to expend these dollars and it should be communicated to the Department of Labor that the expense of these funds will continue to be unsuccessful to the extent that they come with impossible requirements.

Councilwoman Schroder inquired about ResCare’s local ties with the community. Mr. Galbreth gave a brief history regarding the procurement process for the one-stop operator contract awarded to ResCare and noted that no local agencies submitted a proposal to serve as the one-stop operator during the RFP process. Addressing Councilwoman Schroder’s concerns regarding ResCare, Jim Kosteci, Manager, Financial Services stated that ResCare is the service provider for the one-stop career center. Last year there was a consortium of partners at the one-stop center, but this year we were required to procure a one-stop operator and ResCare won the procurement. ResCare has a staff of 15 or more employees working out of the one-stop providing services (case management, OJTs, classroom training, supportive services, etc.) to clients. ResCare is a successful one-stop operator in many cities throughout the country and now they operate in Las Vegas.

Councilman Beers recommended that this item be taken in two motions, one for ResCare and one for the other sub-recipients listed. Legal Counsel concurred.

***A motion was made by Councilman Bob Beers and seconded by Commissioner Butch Borasky to approve the proposed funding for all of the providers except for ResCare. Councilwoman Gerri Schroder abstained. Motion carried.***

***A motion was made by Councilman Bob Beers and seconded by Commissioner Butch Borasky to not fund ResCare as recommended. Councilwoman Anita Wood and Councilwoman Peggy Leavitt opposed and Councilwoman Gerri Schroder abstained. Motion carried.***

**12. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections’ contract award of Adult & Dislocated Worker funds to the sub-recipients listed below. The funds will be used to ensure continuity of employment and training services for 1,600 actively enrolled participants who were transferred from PY2014 funded sub-recipients**

a. Academy of Human Development .....	\$35,000
b. HELP of Southern Nevada .....	\$40,000
c. Nevada Partners, Inc.....	\$75,000
d. ResCare Workforce Services .....	<u>\$100,000</u>
	<b>\$250,000</b>

A motion was made by Councilman Bob Beers to approve all but ResCare.

Mr. Galbreth stated that these funds are for serving clients transferred from other service providers that were not awarded contracts this year and provided the number clients each of the service providers will serve as follows: Academy of Human Development, 170 clients; HELP of Southern Nevada, 260 clients; Nevada Partners, Inc., 480 clients; ResCare Workforce Services, 710 clients. He noted that if ResCare's contract award is not approved, then the 710 clients they are expected to serve will have to be transferred to other service providers. Discussion ensued.

Councilwoman Peggy Leavitt stated that if all funding is cut off from ResCare they will not be able to develop a track record or provide services to clients and it would not be fair to the other services providers to give them the additional 710 clients that were to be transferred to ResCare.

Legal Counsel clarified that the motion on the floor has not been seconded; Councilman Beers restated his motion.

***A motion was made by Councilman Bob Beers and seconded by Commissioner Butch Borasky to fund all except for ResCare. Motion carried.***

Legal Counsel asked for clarification on the motion – was it to approve a,b,c and deny d? Councilman Beers stated that it did not deny d just removed it from the motion. Chair Weekly requested a second motion.

***A motion was made by Commissioner Butch Borasky and seconded by Councilwoman Peggy Leavitt to approve ResCare for the \$100,000 to serve 710 clients. Councilman Bob Beers opposed. Motion carried.***

**13. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections contract award to ResCare Workforce Services for an additional \$250,000 to deliver services out of the One-Stop Career Center. The funds will be used to amend ResCare's current PY2015 contract to allow for staffing adjustments and additional funds for training and supportive services for eligible Adults and Dislocated Workers.**

Mr. Kostecki provided background. The original One-Stop budget presented last year encompasses four WC employees that were located at the One-Stop Center. Upon contract negotiations, it was decided to transfer the four WC employees to ResCare as their employees. The \$250,000 for salaries and fringe is moving out of the WC budget to ResCare's budget for these four positions. ResCare's original contract award was up to \$3,000,000 of which they have received \$2,450,000 in Adult and Dislocated Worker funds to operate the One-Stop Center. With the additional funding approved today, they will receive \$2,800,000 overall.

ResCare's scope of work is provided on page 98-99 of the agenda packet.

***A motion was made by Councilwoman Anita Wood and seconded by Councilwoman Gerri Schroder to ratify Workforce Connections contract award to ResCare Workforce Services for an additional \$250,000 to deliver services out of the One-Stop Career Center. The funds will be used to amend ResCare's current PY2015 contract to allow for staffing adjustments and additional funds for training and supportive services for eligible Adults and Dislocated Workers. Motion carried.***

**14. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections' no-cost contract extension to the Nevada Department of Corrections to ensure the continuation of pre-release employment and training assistance to incarcerated individuals at Florence McClure Women's Correction Center. The current contract will be extended with a contract period of November 12, 2014 to June 30, 2016.**

Mr. Galbreth provided background. Nevada Department of Corrections (NDOC) was awarded a total of \$800,000 to provide services to the inmates of the Florence McClure Women's Correction Center and this recommendation is to continue this contract with no additional costs.

NDOC's letter of request for a no-cost contract extension and the scope of work are provided on page 101-102 respectively.

Chair Weekly stated that he recently toured the facility and found this to be a well-run program and saw the need for these types of services for women housed there.

*A motion was made by Commissioner Butch Borasky and seconded by Councilwoman Anita Wood to ratify Workforce Connections' no-cost contract extension to the Nevada Department of Corrections to ensure the continuation of pre-release employment and training assistance to incarcerated individuals at Florence McClure Women's Correction Center. The current contract will be extended with a contract period of November 12, 2014 to June 30, 2016. Motion carried.*

**15. DISCUSSION AND POSSIBLE ACTION: Ratify Workforce Connections' no-cost contract extension to UNLV Continuing Education to prepare nurses for a nursing career in acute care settings with GAP Training for RN: Transition into Practice Program. The current contract will be extended with a contract period of November 1, 2014 to June 30, 2016.**

Mr. Galbreth reported that the first cohort of 14 nurses has completed the program and the second cohort of 13 nurses is scheduled to start the program next month. The nurses that have completed the program are now employed at local hospitals.

*A motion was made by Councilwoman Peggy Leavitt and seconded by Commissioner Butch Borasky to ratify Workforce Connections' no-cost contract extension to UNLV Continuing Education to prepare nurses for a nursing career in acute care settings with GAP Training for RN: Transition into Practice Program. The current contract will be extended with a contract period of November 1, 2014 to June 30, 2016. Motion carried.*

**16. DISCUSSION AND POSSIBLE ACTION: Review, discuss, accept and approve reports**

Chair Weekly requested that the following reports be taken in one motion. Mr. Kostecki presented the reports and noted that during the Budget and Programs Committee meeting he provided a detailed explanation of each of the reports for new members.

**a. PY2015 WIA Formula Budget July 1, 2015 through June 30, 2016**

The PY2015 WIA Formula Budget is provided on page 109-120 of the agenda packet.

Mr. Kostecki highlighted the budget revisions:

One-Stop Center Budget (p. 115):

- Line item 6500 Salaries – decrease of \$171,228. The decrease is a result of the One-Stop Operator employing three employees from WC that worked in the One-Stop Center previously
- Line item 7100-7120 Employee Fringe Benefits – decrease of \$52,798. The decrease is a result of the One-Stop Operator employing three employees from WC that worked in the One-Stop Center previously

- Line item 7125 Employer Payroll Taxes – decrease of \$4,462. The decrease is a result of the One-Stop Operator employing three employees from WC that worked in the One-Stop Center previously

One-Stop System Budget (p. 118):

- Line item 6500 Salaries – decrease of \$15,000. The decrease is a result of funding the One-Stop Operator for assuming four positions from WC that were not included in the original award to the Operator. The Operator will receive an additional \$250,000 to assume the four positions. The adjustments from the One-Stop Center budget, coupled with the ones from the One-Stop System budget will generate the \$250,000 funding needed.
- Line item 7020 Licenses and Permits – increase of \$14,000. The increase is due to reclassifying the license fees for the WorkKeys assessment tool from line item 7200 Participant Training.
- Line item 7100-7120 Employee Fringe Benefits – decrease of \$6,000. Same explanation for the salary reduction above (line item 6500).
- Line item 7125 Employer Payroll Taxes – decrease of \$512. Same explanation for the salary reduction above (line item 6500).
- Line item 7500 Participant Training – decrease of \$414,000. The decrease is a result of tracking the Health GAP training and the apprenticeship preparation contracts on the service provider expenditure report. The WorkKeys licensing portion was moved to line item 7020 Licenses and Permits.

**b. Budget vs. Actual Finance Report (Workforce Connections' Operations) for the period July 1, 2014 through June 30, 2015 (Formula WIA)**

The Budget vs. Actual Finance Report is provided on page 122 of the agenda packet. Mr. Kostecki reported that all line items were in the green (okay) for the period July 1, 2014 through June 30, 2015.

**c. Awards & Expenditures Report Monthly Update (Status of Service Providers)**

The Awards & Expenditures Report through June 2015 is provided on page 124-127 of the agenda packet. Mr. Kostecki highlighted the pink paper was to the Nevada Department of Corrections for low expenditures and enrollments.

**d. WIOA Expenditure Tracking – Adult/Dislocated Worker/Youth**

Brett Miller, Manager, Strategic Planning and Analysis provided an overview of the WIOA Expenditure Tracking report on page 129 of the agenda packet. The goal of this report is to outline what the plan is (top portion of report) and report actuals (bottom portion). Brief discussion ensued.

**e. Workforce Connections Professional Services Contracts (Please note: any pending contract presented for approval may be reviewed and examined in its entirety by any board member upon request). (PENDING CONTRACTS FOR APPROVAL ARE HIGHLIGHTED IN THE ATTACHED)**



The Professional Services Contracts report is provided on page 131-136 of the agenda packet. Mr. Kostecki provided a brief overview of the highlighted contracts.

*A motion was made by Commissioner Butch Borasky and seconded by Councilwoman Peggy Leavitt to accept and approve reports as presented. Motion carried.*

**17. DISCUSSION AND POSSIBLE ACTION: Review and evaluate Executive Director Ardell Galbreth's annual performance report and provide feedback, comments, questions, and/or new directives**

Mr. Galbreth reported that the Executive Director's annual performance report was presented to the Consortium in July 2015 for review. The report included information on policy implementation, including those associated with the new Workforce Innovation and Opportunity Act; project development, new grants received and awarded, financial and fiscal management, including unqualified audit report for fiscal programs; overall health of WC, and desired goals for the agency including:

- Increase Youth performance outcomes
- Improve access to services for clients
- Launch pre-apprenticeship training program
- Expand one-stop delivery system with additional one-stop career centers by 2020
- Establish career one-stop affiliate sites in Boulder City, Henderson, Pahrump, and Mesquite
- Resolve outstanding audit finding with DETR regarding question costs for delivery of services with the Las Vegas Clark County Urban League and the Academy of Human Development

Commissioner Borasky inquired about the expanded workforce development process with onsite workforce navigators funded with non-federal resources (Tab 6, p. 3). Mr. Galbreth replied that this is a grant with the U.S. Veterans Services, a private nonprofit organization, to provide resources at the One-Stop Career Center and assist individuals, specifically veterans, access services in a more efficient manner.

Councilwoman Schroder asked Mr. Galbreth to speak to some of the challenges WC faces regarding customer service and solutions to overcome these challenges. Mr. Galbreth replied that there are challenges related to customer service and as such, the month of November has been dedicated as WC's Professional Development and Training Month for staff and service providers. Scheduled trainings include Quality Customer Service Training provided by ResCare and Professional Development Training, both of which are mandatory for all staff to attend. On-going professional development and WIOA staff training will take place throughout the year. Councilwoman Schroder asked Mr. Galbreth to speak to the concern that sometimes individuals will visit the One-Stop Center, get overwhelmed and give up before finding employment and/or without receiving all the services that are available through the One-Stop Center and how to get these individuals reengaged. Mr. Galbreth replied that he is reviewing policies to streamline processes and provided some examples.

Commissioner Borasky stated that even though he does not agree with a salary increase for Mr. Galbreth, he is doing an excellent job.

Commissioner Keyes thanked Mr. Galbreth for doing a terrific job and wants to discuss a pay raise; Chair Weekly stated that this will be discussed in the next agenda item.

Councilwoman Leavitt commended Mr. Galbreth for doing a great job and taking the agency in the right direction, and stated that he was not aware of customer service problem and hopes that staff is providing exemplary customer service. Mr. Galbreth stated that he is not insinuating that there is poor customer service at WC rather wants it to be unparalleled.

Councilwoman Wood thanked Mr. Galbreth for doing a wonderful job with the organization, helping her constituents, listening to concerns and looking for solutions.

Chair Weekly echoed the Consortium's comments and acknowledged Mr. Galbreth for his exemplary teamwork.

Legal Counsel confirmed that no motion is required for this item.

**18. DISCUSSION AND POSSIBLE ACTION: Review, discuss and approve Workforce Connections' Executive Director, Ardell Galbreth's employment contract, including compensation package and authorize Chief Local Elected Officials Consortium Chair to execute final contract**

Chair Weekly presented Mr. Galbreth's letter regarding contract renewal, which proposes a three year contractual term with an annual base salary of \$165,000 plus full PERS coverage and other normal benefits afforded to WC employees (p.139) and opened the floor for discussion.

Councilwoman Schroder commented regarding the breadth and scope of Mr. Galbreth's responsibility and accountability that goes beyond oversight of WC and staff, including oversight of Clark, Lincoln, Nye, and Esmeralda counties, and clarified that the requested salary of \$165,000 would remain the same for the three year duration of the contract. Mr. Galbreth concurred and stated that the contract would be effective September 12, 2015.

Commissioner Keyes stated that although Mr. Galbreth is doing an excellent job and increase of \$22,000 is a large sum and recommended an 8% increase.

Councilman Beers stated that WC is a contract administration agency with 30% overhead and he cannot justify an 18% increase or even a 5% annual increase for three years and recommended a one year contract with a 3% salary increase.

Councilwoman Leavitt agreed with Councilman Beers' recommendation and compared Mr. Galbreth's responsibilities to Boulder City's City Manager whose salary is less than what is being proposed. Councilwoman Schroder stated that it is not fair to make comparisons with the different jurisdictions as each one is different in population, workforce, etc.

A copy of the Executive Director's current contract and amendment (p. 140-148), proposed draft contract (p. 149-157), and wage data for chief executives in Nevada (p. 158) is provided in the agenda packet.

***A motion was made by Councilwoman Gerri Schroder to amend the salary of Ardell Galbreth, Executive Director to \$165,000 annually.***

Councilwoman Wood commented regarding salary caps in North Las Vegas and stated that she is in favor of a gradual salary increase of \$165,000 spread out over the next three years.

***Commissioner Lawrence Weekly seconded the motion. Councilman Bob Beers and Commissioner Ralph Keyes opposed. Motion carried with 5 yeas and 2 nays.***

**19. SECOND PUBLIC COMMENT SESSION:**

Chair Weekly opened the floor for public comment.

*Hearing no comments, Chair Weekly closed the Public Comment Session.*

**20. INFORMATION: LEO Consortium member comments**

Commissioner Keyes thanked Mr. Galbreth for all his help.

Councilwoman Schroder thanked Mr. Galbreth for all his hard work in overcoming all the past challenges and putting individuals to work and provided an update on the Henderson Hospital project, which is scheduled for completion in October 2016.

Councilwoman Leavitt congratulated Mr. Galbreth.

Chair Weekly requested an update regarding the status of ResCare before the LEOs reconvene in January; Mr. Galbreth concurred.

**21. ADJOURNMENT:**

The meeting adjourned at 3:17 p.m.