

## Bryan Scott's 2022-2023 Projects and Accomplishments

On July 1, 2020, I became the 23rd and first African American City Attorney in the City of Las Vegas' 119-year history. The Las Vegas City Attorney's Office is made up of 60 individuals, including 25 Attorneys. I've worked for the Las Vegas City Attorney's Office for more than 27 years. I was the Assistant City Attorney for 15 of those 27 years prior to becoming City Attorney. When I took over as City Attorney in July 2020, I was the only Attorney of color out of 25 Attorneys and there were no female Attorneys in the Civil Division. I've been fortunate to have hired 10 Attorneys, a Receptionist, Witness/Victim Advocates, two Records Specialists and a number of Legal Technicians. Over the past three years, through my Diversity, Equity and Inclusion efforts, I am proud to report that we now have four out of 13 Attorneys in the Civil Division who are women – two are women of color. In the Criminal Division, six of the 11 Attorneys are women and two are women of color. I recently appointed the first female Assistant City Attorney (Carly Helbert) to head the city's Criminal Division after the retirement of Assistant City Attorney Ed Poleski. These are ALL well-qualified, experienced Attorneys. The Criminal Division prosecutes all misdemeanor criminal cases in the City's jurisdiction including, among other matters, domestic violence, DUI's, traffic citations and code enforcement matters. The Civil Division handles Zoning and Planning, Human Resources, Ordinance drafting, Litigation, and all transactional matters. I have made it my mission to make the City Attorney's office more reflective of the community we serve. I am very proud of the DEI accomplishments we have made in such a short time. In recognition of those efforts, the Las Vegas Chapter of the National Bar Association in October of 2022 named the Las Vegas City Attorney's Office as "Law Firm of the Year" for our diversity efforts. For me, this has been my greatest accomplishment. **See Exhibit 1 - the attached organizational chart. Chart #1 depicts the office in 2020, chart #2 depicts the office in 2023.**

I asked each Civil Division Deputy to provide me with their top 10 accomplishments from July 1, 2022 to July 1, 2023. Their accomplishments are attached as Exhibit 2. Everyone in the City Attorney's Office continues to do a tremendous job. I THANK them for their dedication and service to the City Attorney's Office and the citizens of Las Vegas.

I have also attached my previously reviewed accomplishments for the years July 1, 2020 to July 1, 2021 and July 1, 2021 to July 1, 2022. See Exhibit 3.

Assignments I have worked on from July 1, 2022 to July 1, 2023 include, but are not limited to the following:

- Huntridge Circle Park closure/neighborhood issues.
- Appointed Jim Lewis as Education Deputy to assist with on-boarding of City Council members and staff.
- New Hires: Two Civil Attorneys Tim Geswein and Tamara Cannella and one Legal Records Specialist – Russell Tanker. Five Criminal Attorneys: Ryan Anderson, Kylie Foster, Jasmine Torres, Seleste Wyse and Megan Thompson)
- Promoted Deputy City Attorney Jeff Galliher to the Chief Litigation Attorney after the retirement of Phil Byrnes.

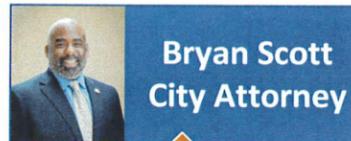
- Promoted Carly Helbert to Assistant City Attorney in Criminal Division. First female attorney to hold such a position.
- Subpoenas and Summons translated into 2 languages – English and Spanish
- Entered into agreement with Safe Nest Volunteer Victim Advocate from Safe nest to be housed in the Criminal Division
- Floyd Lamb Park City Council Resolution to program park and settle supreme court appeal with the Protectors of Floyd Lamb Park
- Traffic citations from criminal to civil infractions
- DEI Project – Unity committee
- Badlands Litigation:
  - Personally met with Council members for each jurisdiction and lobbied Nevada municipalities (with the exception of Clark County) IMLA, League of Cities, to sign onto the Amicus Brief
- 48 hour bail hearings (Criminal)
- Month Fremont Street Experience meetings
- Care Complex Trade negotiations for the City’s recuperative Care Center
- Animal Foundation issues
- Moulin Rouge purchase, liens and litigation with new owner
- Multi jurisdiction round tables with other City Attorneys and County Council started in 2020 and continues quarterly to this day.
- Monthly Attorney Round tables and Chiefs roundtables

COMMUNITY OUTREACH ACTIVITIES:

- Attended monthly IMLA Board of Directors Meetings
- Western State Bar Conference President  
March 29 - April 1, 2023
- 1/11/23 - Huellas Student visiting the CAO to learn about what lawyers do.
- 2/6/23 – Black History Month Tiktok with KCLV
- 2/16/2023 – Interview with FOX 5 regarding Black History Month
- 2/27/23 – U.S. District Court Judge Bouleware’s Black History Month event
- 3/23/23 – UNLV Black Law Student Association Integrity and Respect Panel Participant
- 4/6/23 – Participated in S.E.A.L Mock City Council Meeting training
- 4/16/23- sponsored Las Vegas Chapter of the National Bar Association’s Sip and Chat Tea event 4/18/23 –
- Spoke to Regency at Summerlin residents “From North Las Vegas to City Hall, My life, Career and Community Service”
- 4/28/23 Recipient of the Liberty Bell Award
- 5/12/23 – UNLV African American Graduation Keynote Speaker
- 6/20/23 – Organized Public Interest Lawyer Day for the fellows of the Justice Michael L. Douglas PreLaw Foundation. Lunch and discussion with municipal Court Judges, Tour of municipal courthouse, Panel with U.S. Attorney, Attorney General, U.S. District Court Judge, North Las Vegas City Attorney and Las Vegas City Attorney panel participant

- 10/8/2023 – Recipient of the Law firm of the year award by the Las Vegas Chapter of the National Bar Association for our DEI efforts.

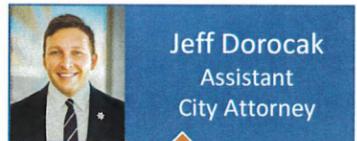
#2  
2020



**Bryan Scott**  
City Attorney

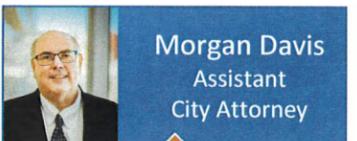
City Council  
City Clerk  
Budget  
Fremont Street Experience  
Ethics  
Homeless Issues  
Marijuana  
Municipal Court  
Open Meeting Law  
Public Records  
Date of Hire: August 5, 1996

**Civil Division**



**Jeff Dorocak**  
Assistant  
City Attorney

City Council  
Business Licensing  
Homeless & Social Services  
Legislative Services  
Office & City Budgets  
Open Meeting Law  
Policies & Procedures  
Supervise Civil Division  
Date of Hire: June 16, 2014



**Morgan Davis**  
Assistant  
City Attorney

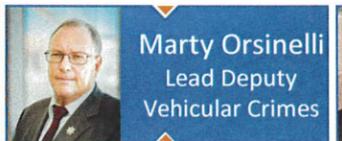
Labor & Employment  
Collective Bargaining  
Employee Relations  
Labor Relations  
Workers' Compensation  
Americans w/Disabilities Act  
Civil Service Board  
Office & City Budgets  
Date of Hire: April 24, 1995



**Carly Helbert**  
Assistant  
City Attorney

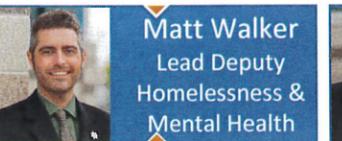
Supervise Criminal Division  
Oversee Misdemeanor-  
Crime Prosecution  
Legislative Services  
City Council  
Court Processes  
Fremont Street Experience  
Law Enforcement &  
Attorney Training  
Record Sealing  
Date of Hire: July 16, 2012

**Criminal Division**



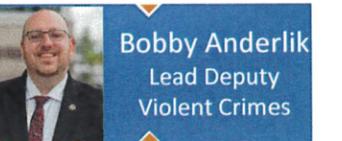
**Marty Orsinelli**  
Lead Deputy  
Vehicular Crimes

Drug Recognition Training  
DUIs/DUI Checkpoints  
Law Enforcement &  
Attorney Training  
Legislative Assistance  
Screening & Statistics  
Traffic Safety Planning  
Vehicular Manslaughters  
Vision 0 Involvement  
Date of Hire: July 14, 1997



**Matt Walker**  
Lead Deputy  
Homelessness &  
Mental Health

Assist with Supervision of  
Criminal Division  
CCJC Involvement  
Homelessness Issues  
Law Enforcement &  
Attorney Training  
Legislative Assistance  
Mental Health Issues  
Psychiatric Stabilization  
Treatment Program (PST)  
Screening & Statistics  
Specialty Courts  
Date of Hire: February 21, 2008



**Bobby Anderlik**  
Lead Deputy  
Violent Crimes

Assault & Battery  
Battery Domestic Violence  
Community Outreach  
Jury Trial Training  
Safe Nest  
Law Enforcement &  
Attorney Training  
Legislative Assistance  
Screening & Statistics  
Stalking, Harassment &  
Protective Order Violations  
Victim Advocacy  
Date of Hire: February 27, 2017



**Val Steed**  
Chief Deputy  
Legislation

Legislative Services  
Business Impact Statements  
Ordinance Drafting  
Resolution Drafting  
Government Affairs  
Policies & Procedures  
State Legislative Sessions  
Date of Hire: May 12, 1981



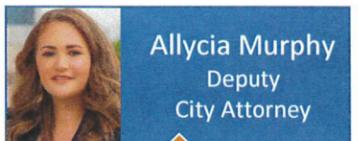
**John Ridilla**  
Chief Deputy  
Transactions

Transactional Services  
Building & Safety, Finance,  
Fire & Rescue,  
Government & Community Affairs,  
O&M, Public Works, YDSI  
Franchise Agreements  
Real Estate  
Redevelopment  
Date of Hire: October 3, 2005



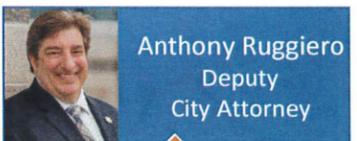
**Jeff Galliher**  
Chief Deputy  
Litigation

General & Complex Litigation  
Appellate Litigation  
Civil Rights Matters  
Labor & Employment  
Risk Management  
Date of Hire: September 14, 2020



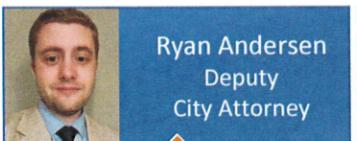
**Allycia Murphy**  
Deputy  
City Attorney

Date of Hire: July 1, 2019



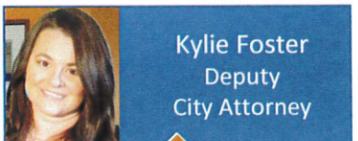
**Anthony Ruggiero**  
Deputy  
City Attorney

Date of Hire: April 15, 2019



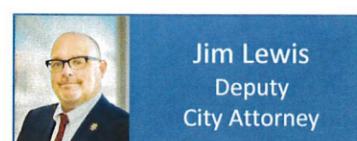
**Ryan Andersen**  
Deputy  
City Attorney

Date of Hire: April 18, 2022



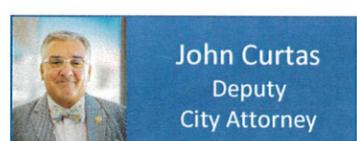
**Kylie Foster**  
Deputy  
City Attorney

Date of Hire: August 1, 2022



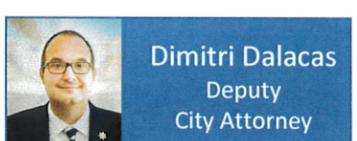
**Jim Lewis**  
Deputy  
City Attorney

Planning, Land Use & Zoning  
Public Records  
Education & Trainings  
Extern Program  
Special Improvement Dists.  
Date of Hire: August 1, 2005



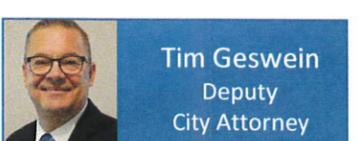
**John Curtas**  
Deputy  
City Attorney

General & Complex Litigation  
Appellate Litigation  
Audit Committee  
Business License Hearings  
Date of Hire: September 2, 2014



**Dimitri Dalacas**  
Deputy  
City Attorney

Transactional Services  
Community Services,  
Cultural Affairs, IT  
Purchasing & Contracts  
Real Estate  
Date of Hire: March 2, 2020



**Tim Geswein**  
Deputy  
City Attorney

Transactional Services  
Building & Safety,  
Parks & Recreation, Public Works  
Purchasing & Contracts, YDSI  
Franchise Agreements  
Real Estate  
Date of Hire: July 5, 2022



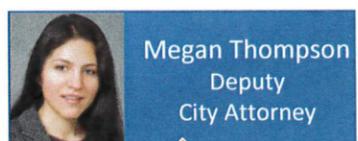
**Jasmine Torres**  
Deputy  
City Attorney

Date of Hire: December 19, 2022



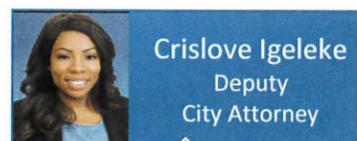
**Seleste Wyse**  
Deputy  
City Attorney

Date of Hire: March 6, 2023



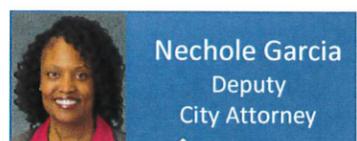
**Megan Thompson**  
Deputy  
City Attorney

Date of Hire: May 8, 2023



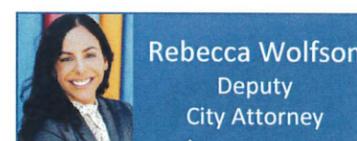
**Crislove Igeleke**  
Deputy  
City Attorney

Transactional Services  
Economic & Urban Development  
Real Estate  
Redevelopment Agency  
Legislative Services  
Ordinance Drafting  
Resolution Drafting  
Marijuana  
Date of Hire: April 19, 2021



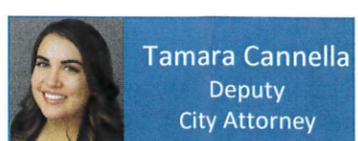
**Nechole Garcia**  
Deputy  
City Attorney

Labor & Employment  
Collective Bargaining  
Employee Relations  
Labor Relations  
Date of Hire: December 27, 2021



**Rebecca Wolfson**  
Deputy  
City Attorney

General Litigation  
Code Enforcement  
Planning, Land Use & Zoning  
Date of Hire: August 21, 2017



**Tamara Cannella**  
Deputy  
City Attorney

General Litigation  
Appellate Litigation  
Civil Rights Matters  
Date of Hire: July 3, 2023

**City Attorney's Office Senior Executive Assistants**

**Suzette Landholm, Sr.** Executive Assistant to Bryan Scott & Jeff Dorocak  
**Shonna Culpepper, Sr.** Executive Assistant to Carly Helbert

**Civil Division Support Staff**

**Jeff Andrews**, Legal Assistant  
**CluAynne Corwin**, Legal Assistant  
**Bryana Fultz**, Legal Secretary to Val Steed, Dimitri Dalacas & Crislove Igeleke  
**Kelli Hansen**, Legal Secretary to Morgan Davis, Nechole Garcia & Jim Lewis  
**Cindy Kelly**, Legal Secretary to Jeff Galliher, John Curtas & Rebecca Wolfson  
**Ryann Milton**, Legal Secretary to John Ridilla, Tim Geswein & Nick Niarchos  
**Tia Ka'auamo**, Legal Records Specialist  
**Russell Tanker**, Legal Records Specialist  
**Adaly Vargas**, City Administrative Receptionist



# 1  
2020



**City Attorney**  
**Bryan Scott**

- DOH: 8-5-1996
- City Council
  - City Clerk
  - Budget
  - Open Meeting Law
  - Public Records
  - Ethics
  - Marijuana
  - Municipal Court
  - Homeless Issues



Assistant City Attorney  
**Vacant**



Assistant City Attorney  
**Morgan Davis**

- DOH: 4-24-1995
- Human Resources
  - Employee Relations
  - Americans with Disabilities Act
  - Civil Service Board
  - Labor Relations
  - Workers' Compensation
  - Budget



Chief Deputy - Legislation  
**Val Steed**

- DOH: 5-12-1981
- Ordinance/Resolution Drafting
  - Legislation
  - Intergovernmental Affairs
  - Policy and Procedures



Chief Deputy - Litigation  
**Phil Byrnes**

- DOH: 7-22-1996
- Complex Litigation
  - Risk Management
  - Bankruptcy



Chief Deputy - Transactions  
**John Ridilla**

- DOH: 10-3-2005
- Administrative Services
  - Building & Safety
  - Finance
  - Fire and Rescue
  - Public Works
  - Operations & Maintenance
  - Information Technology
  - Parks and Recreation
  - YDSI
  - Franchise Agreements

**City Attorney/Criminal Division**



Assistant City Attorney - Criminal Division  
**Ed Poleski**

- DOH: 10-26-1994
- Supervise Criminal Division
  - Oversee misdemeanor prosecutions including Quality of Life Cases (Code Enforcement & Nuisance Abatement)
  - Review Legislative & Ordinance Proposals
  - Homeless Issues
  - Work with specialty courts
  - Fremont Street Experience



Deputy City Attorney - Criminal Division  
**Marty Orsinelli**

- DOH: 7-14-1997
- Assist with Supervision of Division
  - Law Enforcement Training (LVMPD, NHP, & City DPS)
  - Criminal Appeals
  - Oversee Access to & dissemination of Criminal History (Terminal Agency Coordinator)
  - Supervise Division's COOP
  - Case screening



Deputy City Attorney  
**Jim Lewis**

- DOH: 8-1-2005
- Policies & Procedures
  - Land Use Zoning & Planning
  - Special Improvement District
  - Public Records
  - Human Resources
  - Education



Deputy City Attorney  
**Jeff Dorocak**

- DOH: 6-16-2014
- City Council
  - Ordinance/Resolution Drafting
  - General Litigation
  - Homeless Issues
  - Policies and Procedures



Deputy City Attorney  
**John Curtas**

- DOH: 9-2-2014
- Audit
  - Business Licensing
  - Redevelopment
  - General/Complex Litigation
  - Collections & Liens
  - License Abatement/Revocation



Special Counsel  
**Nick Niarchos**

- Redevelopment Agency
- Economic Urban Development
- Real Estate
- Parking Services



Deputy City Attorney  
**Jeffrey Galliher**

- DOH 9-14-2020
- Civil Rights
  - Fire Services
  - General Litigation
  - Labor Relations
  - Public Safety
  - Training



Deputy City Attorney  
**Seth Floyd**

- DOH: 8-1-2017
- General Litigation
  - Business Licensing
  - Personal Injury
  - Land Use Zoning and Planning



Deputy City Attorney  
**Dimitri Dalacas**

- DOH: 3-2-2020
- Real Estate
  - Community Grants
  - Purchasing & Contracts
  - Cultural Affairs
  - Franchise Agreements

Legal Assistants Specialist/Civil Div.

Jeff Andrews  
CluAynne Corwin

Legal Research  
Document Review/Drafting  
Deposition Summary  
Evidence Litigation Support  
Trial Preparation

Legal Records

Tyler Gutierrez

Records Request

Support Staff for Civil Division/Criminal Div.

Suzette Landholm: City Attorney, Bryan Scott  
Shonna Culpepper: Asst. City Attorney, Ed Poleski (Criminal Division)  
Ryann Milton: Ridilla, Niarchos and Dalacas  
Chris Morgan: Steed, Dorocak(Legis) & Dalacas (P&C)  
Cindy Kelly: Byrnes, Dorocak (Lit) & Curtas  
Kelli Hansen: Davis, Lewis, Floyd, & Galliher  
Bryana Fultz - Receptionist

# **JULY 2022 – JULY 2023**

## **SIGNIFICANT PROJECT LIST FOR CIVIL DIVISION**

### **JEFF DOROCAK LIST OF PROJECTS:**

- Oversaw legal aspects of the incorporation of the Mayor’s Fund as an independent nonprofit, including drafting bylaws, reviewing articles of incorporation, and filing 501(c)(3) documentation with the Internal Revenue Service
- Selected by the City Attorney and the City Manager’s Office to participate in, and subsequently graduated from, the ICMA High Performance Leadership program, which is a half-year, national online course
- Managed City opioid litigation, including acting as liaison with Eglet Adams and the Nevada Attorney General’s Office, briefing City Council, presenting at City Council, and facilitating approval of settlement documents (approximately \$11.25 million to date)
- Served as board counsel to the City Council at regular and special meetings
- Represented City Attorney’s Office and presented at Mayor and City Council briefings
- Provided support to the Civil Division’s Legislative Services and Transactional Teams, and led the public presentations regarding City animal legislation and Animal Foundation contracts
- Produced bi-weekly ordinance charts for the City Council, describing new bills and bills eligible for adoption
- Served on the executive committee for the City Attorney’s Office/Municipal Court’s DEI Initiative (“Embracing a Culture of Belonging”); oversaw the creation of and chaired the City Attorney’s Office DEI Unity Committee for ongoing efforts, including bilingual publications, a quarterly interoffice newsletter, and other inclusion ideas
- Served as counsel to the Mayor’s Fund at board of directors and advisory committee meetings; provided presentation to board regarding new structure and governance
- Continued to assist with legal aspects of the Strong Start Academy Elementary School until nonprofit’s outside counsel was hired
- Led a City Council and Management effort to develop a policy regarding ordinances initiated by members of the City Council
- Provided legal support and training, and served as board counsel to the Senior Citizens Advisory Board, the Centennial Commission, and the Youth Neighborhood Association Partnership Program.

- Served as legal point-of-contact for Business Licensing on regularly occurring issues involving regulatory interpretation, compliance, and auditing
- Contributed legal support for the 2022 Elections, including assistance to the City Clerk for election-related issues and questions, and subsequent onboarding for new Councilmembers
- Supported legal aspects of various City homelessness and social service efforts, including enforcement questions, the Homeless Coordination Team, and community outreach
- Participated as CAO representative in various internal City projects, including EUD deputy director interviews, Emergency Management tabletop scenarios, EUD ARPA grant reviews, and Organizational Health SEAL classes
- Developed the annual (FY24) City Attorney's Office budget and expanded budget requests, with an emphasis on the City Attorney's objective of pay equity
- Interviewed and managed the hiring of attorneys and support staff
- Received, reviewed, and assigned interdepartmental requests for legal services
- Provided on-call legal advice to various departments, including transgender topics for Parks & Rec, farmer's market competitive bidding for Purchasing and Parks & Rec, and open meeting law topics for the Clerk's Office
- Continued to lead Civil Division internal communication efforts with chief deputy attorney, deputy attorney, and support staff regular meetings
- Outside of the Office
  - Named a Local Government Fellow by the International Municipal Lawyers Association
  - Notified of pending publication an article in *Municipal Lawyer* regarding the First Amendment, the Establishment Clause, and public statues
  - Represented two juvenile sisters as a Children's Attorney's Project attorney
  - Led pro bono estate planning sessions for seniors at the Senior Law Project
  - Served as Director, Treasurer, and subcommittee chair for Nevada Legal Services, a nonprofit legal services organization
  - Served as a mentor to new and young public attorneys through an International Municipal Lawyers Association mentoring program

## LITIGATION TEAM

### **JEFF GALLIHER LIST OF PROJECTS:**

The following is a summary of my major projects/cases for the reporting period of July 1, 2022 – June 1, 2023:

Assumed job duties of Chief of Litigation Team upon the unexpected retirement of Phil Byrnes including responsibility for oversight of all City of Las Vegas litigation cases including direct handling of all bankruptcy and collection cases and monitoring of Badlands related litigation.

Recovered \$25,000.00 from aerial banner vendor re: breach of NFL Draft contract

**Secured dismissal of the City in the case of of Cornejo v. City of Las Vegas involving catastrophic injuries** to the Plaintiff after a crash at Sahara and Las Vegas Boulevard.

Moved for, and granted, summary judgement in the cases of Kunkle v. CLV and Arts District v. CLV involving abandonment of a sewer easement in Ward 6.

Moved for, and granted, summary judgment in the case of Melinda Adkins et al. v. CLV involving toxic tort claims for injury and wrongful death related to the Clark County Government Center brought on behalf of 160 plaintiffs.

Moved for, and granted, summary judgment in the case of Potochan v. CLV involving the wrongful death claim of the family of a 17 year old killed in a vehicle rollover at a City flood control channel.

Moved for, and granted, summary judgment in the case Angela Williams et al. v. CLV et al. involving claims that City laws and policies contribute to human trafficking.

Moved for, and granted, dismissal in the case Fisher et al. v. CLV regarding petition for judicial review of City Council approval of Land Use application.

Assisted in brokering resolution to resolve Protectors of Floyd Lamb Park v. CLV appeal.

Successfully tendered defense of CLV in Ozuna v. CLV, regarding a wrongful death claim after bicycle crash

Coordinated CLV CAO response to new owner's transition of the former Moulin Rouge property re: abatement liens

Prepped CLV witnesses and coordinated their appearances in the criminal preliminary hearing regarding the Alpine Motel fire.

Settled case of Alvarez v. CLV – Personal injury

Settled case of Escalera v. CLV – Personal injury

Assumed duties as legal advisor to the Southern Nevada Enterprise Community Board (SNEC).

Participated in FEMA table top flood emergency exercise as CAO representative

Represented CLV on the Corporate Challenge Trap and Skeet Shooting teams.

### **REBECCA WOLFSON LIST OF PROJECTS:**

1. Nevada CRT, LLC, et al. v. City of Las Vegas and City Council of Las Vegas. I handled the Petition for Judicial Review following the denial of the SUP during the 4/20/2022 City Council hearing. Judge Barisich denied the PJR and the writ of mandamus. I handled the briefing and argument of this case.
2. Josef Guttman v. City of Las Vegas, et al. The City won this case on a motion for summary judgment after years of litigation. I handled the motion and argument.
3. Lisa Collin v. City of Las Vegas, et al. This case was dismissed against the City in early after filing, saving the City money litigating the matter.
4. Chao Chen v. City of Las Vegas, et al. This case was dismissed against the City without having to pay any of the plaintiffs.
5. Protectors of Floyd Lamb Park. I participated in the bench trial and the City prevailed. The matter was ultimately appealed and settled.
6. Sonia Mancilla Huerta v. City of Las Vegas. This case resolved and the City did not have to pay anything towards the settlement. The case is in the process of being dismissed.
7. Represented the Historic Preservation Commission at the HPC meetings.
8. Represented the Planning Commissioners at the Planning Commission meetings.
9. Prepare warrants for Code Enforcement to execute. I help the code enforcement officers draft their declarations in support of the warrants. I also advise code enforcement on a variety of legal issues involving their department.
10. Attended the 2022 IMLA Conference in Portland, Oregon.

### **JOHN CURTAS LIST OF PROJECTS:**

**Sophie Lau** – settled Code Enforcement action against downtown property owner for \$63,000 in fines after hearing and appeal.

**LV Opportunity Zone** – Dismissal of appeal of lawsuit challenging Short-Term Rental ordinances.

**San Pedro Store** – Revocation of business license of store owners operating illegal pharmacy out of a retail beauty supply store.

**438 Cimarron** – Settlement of short-term rental matter against illegal operation for stipulation of compliance and payment of \$38,000 in fines to the City.

**Burrell v. CLV** – Settlement of civil rights lawsuit for payment of \$750,000 to family on inmate who died of starvation in City custody. Original claim against City was for \$4,000,000.

**West Charleston Blvd** eminent domain acquisition of multiple parcels from six separate property owners to facilitate the widening and improvement of Charleston Blvd. through the Medical District.

## **HUMAN RESOURCES TEAM**

### **MORGAN DAVIS LIST OF ACCOMPLISHMENTS:**

Ongoing representation of CITY in Collective Bargaining; Grievance Adjustment; Disciplinary Hearings; City Manager Appeals; Arbitrations; EMRB cases, FMLA determinations; Wage and hour issues, etc.

The past year was unique with the arrival of a new Fire Chief and new Chief of the Department of Public Safety. I spent a significant amount of time with each, assisting and advising as to City of Las Vegas employment procedures on negotiation and discipline. Fire Chief Grey had several significant cases that were ongoing when he arrived.

Advised Human Resources and City Manager's office on ongoing Labor and Employment Issues.

SIGNIFICANT CASES in the past year include but are not limited to the following:

**CEA ARBITRATION Julie Terry:** This was a multiday day hearing with several hundred pages of documents and extensive legal briefing. CEA attempted to argue CITY had no rights under the CBA to separate employee based on a Fitness for Duty Evaluation, and had suspended and terminated employee without following disciplinary procedures. Arbitrator Monat ruled:

Arguendo, if the City were taking disciplinary action against the Grievant, it very easily could have continued with longer suspensions or even termination. It chose not to take that path. It is clear from an arms 'length analysis that the City acted in response to a mental health situation in February 2021 which included an episode of suicidal thoughts and an involuntary commitment to a treatment facility for evaluation. At the same time, a gun was taken from her possession. Article 17.6.8 was properly applied. The Grievant was found by competent evaluators to be unsafe to return to work. She was not deprived of wages and benefits in violation of the CBA. Hence, the Arbitrator finds that there is no just cause issue to be resolved. There was no violation of Article 17 when the Grievant was separated from employment by the City.

#### **AWARD**

For all the reasons stated above, the grievance is denied in its entirety.

**CEA EMRB PROHIBITED PRACTICE COMPLAINTS:** CEA also alleged in complaints to the EMRB that the CITY unilaterally created a Fitness for Duty Procedure and New Disciplinary Scheme without negotiating with the Union. EMRB Item #884; Consolidated Cases 2021-008, Las Vegas City Employees Association & Julie Terry v. City of Las Vegas;

**2021-012**, Las Vegas City Employees Association & Jody Glead v. City of Las Vegas; **2021-013**, Las Vegas City Employees Association & Mark Brooks v. City of Las Vegas; and International Association of Firefighters, Local 1285 v. City of Las Vegas. These consolidated cases represented significant attempts by CEA to oppose the City use of Fitness for Duty examinations. The EMRB newsletter described the decisions in those matters. as “The issue in the first case (Terry) was whether the Board should defer to the decision of the arbitrator, who ruled in favor of the City of Las Vegas. The Board held that all five parts of the test in City of Reno v. Reno Police Department, 118 Nev. 889 (2003) were met. The proceedings (1) were fair and regular; (2) the parties agreed to be bound; (3) the decision of the arbiter was not repugnant to the purposes and policies of the EMRA; (4) the contractual and prohibited practice issues were factually parallel; and (5) the arbitrator was presented generally with the facts relevant to resolving the prohibited practice. With respect to the third element, the Board found the arbitrator’s findings and conclusions were consistent with Nevada law and nothing in the record cited was contrary to the law. The other three cases involved the issue of failure to exhaust contractual remedies. Here, the Board found there were no special circumstances or extreme prejudice and additionally found that the primary reason for not having gone to arbitration was the excessive costs of doing so.”

**EMRB Item #882; Case 2022-013; Las Vegas Peace Officers Association v. City of Las Vegas.** EMRB newsletter described the decision as “The employee organization filed a Petition for Declaratory Order over how to effectuate the City’s deduction of the contribution from the employees on a “pre-tax” basis under a Section 125 cafeteria plan. The employee organization sought a declaration that individual employees do not need to complete and return the form but, instead, asserted that it may authorize such withholdings on behalf of all its covered employees without each employee completing the IRS form. The City responded that it had no choice as it is required to follow the IRS Code and regulations regarding deductions under cafeteria plans. The Board held that the IRS Code and regulations control the situation and thus any employee that wanted the deductions withheld on a pre-tax basis had to individually complete and submit the form. The Board, with Board Member Smith dissenting, then denied the petition.”

Dina **Dalessio** vs Las Vegas Fire & Rescue, **EEOC # 34B-2022-00810 NERC # 1109-22-0334L charges.** “The Nevada Equal Rights Commission has carefully reviewed all of the evidence presented relevant to the above referenced charge of discrimination against your organization. The Commission has officially closed the charge because the evidence presented did not meet the legal criteria for establishing that discriminatory acts occurred. In arriving at this decision, the Commission has made no determination about any other aspect of this case nor has the Commission endorsed or approved the actions of your client’s organization.

**IAFF/Plehn:** Ongoing case involving IAFF employee and allegations of domestic battery. Multiple fronts to this long standing case. Convicted on one misdemeanor charge. IAFF has attempted to have him reinstated multiple times. City previously prevailed on one arbitration, and resisted attempts to reinstate when some charges resulted in acquittal. The Termination Arbitration pending.

**IAFF/Save the Date Cards.** Assisted Department in investigating and disciplining multiple employees who had mailed “save the date cards” about a fictitious engagement of a Battalion Chief and a female firefighter. Members of a particular Station had personal animosity towards the Battalion Chief. Secured 3 resignations, and one termination appeal is pending.

**POA Arbitration:** Arbitrator Yuval Miller. The case involved the POA, and sick leave donation requests for catastrophic leave use. The Arbitrator denied the POA grievance and upheld City action.

**POA Arbitration:** Suspension of Appellant Sergeant Jeffrey Schroyer for excessive use of force. Arbitrator Ruben R. Armendariz. Dates of hearing March 31, 2022. “The arbitrator finds Appellant’s use of force was unreasonable. Appellant should have let the other officers handle the inmate rather than taking it upon himself to obtain compliance. The discipline meted out to Appellant under these given circumstances is consistent with discipline that is usually administered to other officers under similar circumstances. The arbitrator does not find and the record evidence does not disclose that there existed a disparate application of discipline imposed to officers. Therefore, the record established clear and convincing evidence.”

### **NECHOLE GARCIA LIST OF ACCOMPLISHMENTS:**

1. Biennial Training - I provided training for approximately 425 City employees (including electeds, executives, and appointives) on the prevention of harassment and discrimination in the workplace.
2. Recognized by IMLA for local government service in honor of Black History Month.
3. OSHA whistleblowing investigation – I advised City departments (HR - Safety and Public Works) and provided legal representation for the City for an OSHA whistleblowing investigation. OSHA ultimately concluded the retaliation allegations against the City could not be substantiated.
4. Julie Terry EMRB matter – I assisted Morgan in the arbitration in this matter where the City prevailed. The CEA subsequently pursued remedies through the EMRB. I assisted Morgan in defending the City in that action by drafting the City’s Motion to Dismiss several related cases. The EMRB granted the motion.
5. Chambers arbitration – I assisted Morgan in this arbitration, which involves the City’s right to non-confirm probationary members of POA without going through the disciplinary process. I handled a secondary issue (holiday pay) during the arbitration and wrote that section of the brief.
6. 4% arbitration – I handled this arbitration against the POA. It involves a matter of contract interpretation regarding Corrections Officers’ pay.
7. Employment litigation – I volunteered to assist the Litigation team on employment cases. Tim Geswein and I are now handling several employment cases against the City.

8. DOL investigation – I advised HR and provided legal representation for the City on a Department of Labor investigation of FMLA violations. The DOL determined the City did not commit any FMLA violations.

9. SEAL training - I provided training for the SEAL program on the prevention of harassment and discrimination in the workplace.

10. City Attorney's Office DEI Unity Committee member. I am a member of the CAO's DEI Unity Committee.

## **LAND USE ZONING AND PLANNING/PUBLIC RECORDS**

### **JIM LEWIS LIST OF ACCOMPLISHMENTS:**

Significant Continuing Public Records Obligations/Third-party subpoenas. This takes up 25-35% of my time in a given week.

Public Records Requests specific to the CAO: 57 City Attorney Specific Records Requests (14/month), almost one per work day.

Pages reviewed PRR only: 484,152 pages reviewed

City Attorney Activity Requests: 64 Requests for assistance by City Records Delegates (16/Month). This does not include daily advice over the phone to clients. I take, on average, five calls a week from clients (mostly communications and DPS) regarding PRR issues. With these informal calls included, I estimate contact with the CAO at 304 contacts, or 25 contact per month or almost 2 per work day.

Pages reviewed and released (Activities): 5,739

Third Party Subpeonas: 3 reviewed, 68 pages released.

2) Demand from Providence HOA that the City was obligated to take over payment for all utilities (water, sewer, electricity) for HOA-managed parks in Providence. I successfully resolved the HOA's assertion in our favor and the Providence HOA is no longer making that claim against the City. I understand that Parks and Rec is currently discussing alternatives with the HOA.

3) Months of conversation with IT about how to capture public records within Microsoft Teams. No resolution.

- 4) Management of Externship program, coordinating with 8 potential externs and supervising four externs that were ultimately selected and volunteered at the office. Coordinating with the Externship Coordinators at the different schools.
- 5) Time spent working with Rebecca on Planning and Zoning, Historic Preservation Commission and Code Enforcement.
- 6) Continuing work for Ward 5 in responding to monthly issues by Lex Andersen (NARA).
- 7) Negotiation and completion of Vegas Rising Development Agreement. This was a year-long project, meeting with the developer group on a bi-weekly and then a weekly basis nearing the end.
- 8) Assisted Business Licensing with a number of day-to-day issues.
- 9) Significant work on cannabis lounge regulations at state level, along with CBD and hemp issues with BL and Crislove. Significant contact with Tyler Klimas at CCB re: opting in/out of state licensure for lounges.
- 10) Assisted Planning Department with day-to-day issues.
- 11) Reviewed and approved the myriad documents for SIDs and SID auctions.
- 12) Attend all City Council and Planning Commission briefing and meetings in support of land use role.
- 13) Developed a public records powerpoint with narration for the City training system. Not implemented.
- 14) New Councilmember training—Nancy Brune and Francis Allen-Palenske
- 15) Developed a CAO Public Records memo in line with Judge Gall decision
- 16) Updates to Legal Operations Manual
- 17) Assistance with Desert Pines Development Agreement

## TRANSACTION TEAM

### **JOHN RIDILLA LIST OF ACCOMPLISHMENTS:**

#### Upper Las Vegas Wash

Development of 900+ acres of new master planned community. Includes military housing component, Paiute Tribe intergovernmental coordination, developer negotiations, and BLM oversight.

#### Special Events

Prepared agreements for Life is Beautiful and Punk Rock Bowling as well as a number of other smaller events.

#### Alta/Hualapai BLM Parcel

Drafted Disposition and Development Agreement for sale of property using NRS 268 economic development exception. BLM coordination regarding appraisal delays.

#### Cell Towers

Drafted/negotiated a number of renewal and new cell tower locations throughout the City.

#### Desert Pines Golf Course

Negotiate lease buy out to allow the City to develop the property.

#### Royal Links

Negotiated and drafted developer buy out of deed restriction and subsequent water agreements.

#### Centennial Commission

Drafted a number of grant agreements to support Centennial Commission projects.

#### YDSI

Supported YDSI with a number of grants agreements, both incoming and outgoing.

#### Public Works

Assisted in resolution of construction issues without resulting litigation or arbitration.

#### Purchasing

Reviewed numerous professional service and public works contracts. Assisted in negotiations for development of Civic Plaza across from City Hall.

#### Commercial Property Assessed Clean Energy Program

Assisting sustainability staff in administration of C-PACE program. Amended existing agreements with the English Hotel when they refinanced with a new lender.

#### Firefighter's Health Care Trust

Served as management trustee.

#### Deferred Compensation Committee

Serve as committee member.

#### Staff Management

Managed assignment of workload to Transaction Team Staff.

### **DIMITRI DALACAS LIST OF ACCOMPLISHMENTS:**

1. Department: Neighborhood Services  
Project: Worked on four (4) separate Disposition and Development Agreements:
  - For the sale of an approximately 0.17 acre vacant real property site with an address of 600 Kasper Avenue, Las Vegas, Nevada 89106 for the development of a residential home to be sold to a Low-Income, First-Time Homebuyer.
  - For the sale of five parcels of vacant real property near M Street & Madison Avenue for the development of forty-one (41) townhomes to be sold to Low-Income, First-Time Homebuyers.
  - For the sale of three parcels of vacant real property with addresses of 410/412/422 Jefferson Avenue, Las Vegas, Nevada 89106 for the development of seven (7) townhomes to be sold to Low-Income, First-Time Homebuyers.
  - For the sale of an approximately 0.15 acre vacant real property site with an address of 204 Madison Avenue, Las Vegas, Nevada 89106 for the development of a residential home to be sold to a Low-Income, First-Time Homebuyer.
2. Department: Neighborhood Services  
Project: Worked on a collective twenty-five (25) Community Development Block Grant (CDBG), Emergency Solutions Grant (ESG), and Housing Opportunities for Persons with AIDS (HOPWA) Program Agreements.
3. Department: Neighborhood Services  
Project: Deferred Loan Agreement to Fund 1501 LLC Apartments Construction Project. \$1,500,000 of financial assistance from the City under the HOME Program for the purpose of developing and constructing a 40-unit affordable, low-income housing project.
4. Department: Neighborhood Services

- Project: Deferred Loan Agreement to Fund James Down Towers LLC Rehabilitation Project. \$1,000,000 of financial assistance from the City under the HOME Program for the purpose of rehabilitating a 200-unit affordable, low-income housing project.
5. Department: CMO/Office of Strategic Services  
Project: Worked on over sixty (60) American Recue Plan Act of 2021 (ARPA) Subrecipient Agreements and assisted Office of Strategic Services with compliance and interpretation questions.
6. Department: CMO/Office of Strategic Services/YDSI/PRCA/EUD  
Project: Drafted templates for American Rescue Plan Act of 2021 (ARPA) Beneficiary Agreements and assisted Office of Strategic Services with compliance and interpretation questions.
- Thirty-Seven (37) various PRCA/Arts Operating Support Grant Beneficiary Agreements.
  - Five (5) various YDSI/Charter School Assistance Program Grant Beneficiary Agreements.
  - Forty-four (44) various EUD/Business Assistance Program Grant Beneficiary Agreements.
7. Department: CMO/Office of Strategic Services  
Project: Grant Agreements with various non-profits:
- City Impact Foundation, \$360,000 for use in connection with providing education and training in technology to improve employment opportunities for underserved communities.
  - Toni's House, Inc., \$150,000 for use in connection with providing direct housing support, education, outreach and service referral to reduce homelessness.
  - Roseman University of Health Sciences, \$300,000 for use in connection with community outreach programs to address social and health risks.
  - The Chef Jeff Project, Inc., \$250,000 for use in connection with offering an intensive program that provides basic culinary, hospitality, and prevocational training to high-risk youth, along with instruction in diversity and inclusion, harassment prevention, personal and professional development, hygiene management, public speaking, and confidence-building.
8. Department: CMO/Office of Strategic Services  
Project: Interlocal Agreements with:
- Southern Nevada Health District, \$1,000,000 for eligible use expenses associated with the SNHD's expansion of the Southern Nevada Public Health Laboratory.
  - Las Vegas Metropolitan Police Department, \$3,000,000 for eligible use expenses associated with creation of a backup communications center capable of fully independent operation from the primary Communications Center, by modernizing and remodeling the facility that served as the previous location of the Communications Center.
9. Department: Franchise/Purchasing  
Project: Assisted with Ambulance Service Contract seeking a qualified ambulance service provider to deliver 911 emergency ambulance services in accordance with the expectations set forth in the RFP.

10. Department: PRCA  
Project: Revised various artwork contract templates regarding:
- Contract For Artist Services,
  - Contract For Artwork Purchase,
  - Artwork Loan Agreement,
  - License Agreement Authorizing Use Of Artistic Images, and
  - Revocable License Agreement For Access And Use Of Real Property

## **CRISLOVE IGELEKE LIST OF ACCOMPLISHMENTS:**

### **1. Cannabis Consumption Lounge Ordinance (Business Licensing)**

- a. Attended Cannabis Compliance Board (CCB) meetings, local stakeholder meetings with Business Licensing and tracked State Law and CCB Regulations concerning consumption lounge laws and worked with Business Licensing to prepare amendments to various provisions of LVMC chapter 6.95 and title 19.12 to include cannabis consumption lounges and repeal LVCM chapter 6.96 in its entirety. Prepared revisions following further staff comments, Business Impact Statement, and Council revisions from Recommending Board.

### **2. Smoke Lounge Ordinance ( Business Licensing)**

- a. Ordinance drafting for Smoke lounges to incorporate revisions necessary with the rolling out of cannabis lounges by amending LVMC chapter 6.82, relating to smoking and vaping lounges and smoke or vape shops; to regulate hemp and hemp-derived products, and revise related zoning provisions. Prepared revisions following further staff comments, Business Impact Statement, and Council revisions from Recommending Board.

### **3. Mayor's Fund Incorporation (Mayor's Office)**

- a. Filed Articles of Incorporation, Initial List of Officers, Conflict of Interest Policy, Whistle Blower Policy, Gift Acceptance Policy and IRS 501c3 1023 application for organization to obtain tax-exempt status and properly obtain and provide grants.

### **4. Parking Agreements ( Parking Services)**

- a. Negotiated various parking agreements including those with the Eighth Judicial District Court for jurors and to maintain existing and obtain new City garages and parking spaces throughout the dense and growing downtown areas. Agreements were tailored to ensure low liability, and opportunities for extensions, the majority of landlord-covered improvements and capped rents. Recently advised against purchase of equipment and sharing of garage surveillance footage with landlord as part of parking lease renewal due to potential concerns relating to public records.

### **5. DDA, CDBG Funding, Façade Easement/Maintenance Agreements –D & Jefferson (EUD)**

- a. Deal between City and Arthaus IV for the purchase of real property at the northeast corner of D Street and Jefferson Avenue which consisted of approximately 1.21 gross acres. Had to identify the maximum that EUD was willing to contribute to soft costs, and confirm if the Department would be willing to accept the risk of funds being disbursed prior to the commencement of the project, prepare specific claw back provisions to ensure the return of CDBG funds in the event that construction was not to be completed, and ensure CDBG regulation compliance and reporting obligations in addition to standard development terms and incentives. The agreement also provided for subsequent contracts that were worked on by both Nick Niarchos and myself including, OPA, TIF agreement, Agency Participation Agreement and Master Lease.

**6. DISPOSITION AND DEVELOPMENT AGREEMENT-1150 W. Owens (EUD)**

- a. Developer wanted to negotiate several of the material terms including Alta survey requirements. While City was able to agree to Developer waiving the survey, I made sure that where the agreement required the RDA to provide extended coverage that said coverage would not include the survey. Worked on issues that arose throughout the course of performance, ran into construction delays causing parties to draft extensions and modify deliverables. After ongoing consulting with EUD specialist, the decision was made to terminate the DDA and start anew with an ENA as the scope of the project changed. Parties have now finalized a new agreement to present to City Council and RDA board.

**7. Trademark /Copyright Matters (Communications/DPS)**

- a. Assisted in preliminary research for a potential trademark infringement claim made against the Communications Department from the United Methodist Church for use of slogan in Down for Anything campaign. Advised Communication on potential copyright concerns relating to use of Disney production for social media postings, and prepared cease and desist letter to local entity operating a landing page for a "City of Las Vegas Detention Center" not associated with the City.

**8. MOU/Grant Agreement- Downtown Vegas Alliance (EUD/Office of Strategic Services)**

- a. Assisted with drafting grant agreements for previously awarded recipients to obtain additional funding. Initial terms included activities that were not eligible for particular uses. Researched eligible grant uses and advised the department to revise scope, provide for additional performance reports and installments and explained City liability.

**9. DDA - Panther Acquisitions in Symphony Park (EUD)**

- a. Drafted and reviewed all pertinent documents relating to the purchase of CPV property in Symphony Park for the development of two Class A Medical Office Buildings (MOB) consisting of a total of approximately 280,000 square feet and a structured parking facility. MOB 1, located at the West end of the Site, will be

approximately 6 stories and total 180,000 square feet. MOB 2, located on the East end of the Site, is approximately 5 stories and 100,000 sf total. The parking structure will be 3-stories, totaling 363 parking spaces.

**10. ENA - Cashman Field TRU Development (EUD)**

- a. Prepared and Finalized amendments to the existing agreement on rush processing for the extension of the term, and to incorporate the concurrent use of the site by XFL to play at the stadium for an additional contract that had been entered into by the City prior to agreeing to extend.

**11. VIP/UIP Improvement Incentive Agreements -Odobo Collective (EUD)**

- a. Drafted a number of Commercial Visual Improvement Agreements, RDA and City as well as Resolutions for economic development findings. This particular agreement was with a local nonprofit urban farm for improvements located at 1300 C Street, Las Vegas, NV 89106 and included subsequent agreements such as façade easement, building façade maintenance agreement owner consent, tentative schedule of improvements participant affidavit and employment plan.

**12. Legislative (CAO)**

- a. Completed Legislative Training, monitored new bills, and Shadowed Val Steed with Bill review process during the legislative session.

**13. Inaugural CAO DEI and Unity Committee (CAO)**

- a. Serving as a member of inaugural CAO DEI Unity committee and as a coeditor of the interoffice newsletter, "Above the Law" to continue to further DEI initiatives throughout our department and in our service to the general community.

**Pro Bono/Volunteer**

- i. Read to elementary students at Teach Las Vegas, and Rainbow Dreams Academy for Nevada Reading Week (Community Service Dept/ Local Schools)
- ii. Participated in Secret Santa adopt a student event at Doolittle (Community Service Dept)
- iii. Spoke to students at City Hall from Councilman Crear's Office from Bishop Gorman, Howard University about being a minority in Law and the opportunities of working in government. (Ward 7, Crear/YDSI)
- iv. Volunteered at several community and legal events as a board member of the Las Vegas National Bar Association
- v. Prepared and led a Continuing Legal Education Course on Diversity Equity and Inclusion with the State Bar of Nevada
- vi. Prepared an article on DEI and Young attorneys in the Nevada Law Journal

- vii. Volunteered for Ask Lawyer sessions with Legal Aid Center of Southern Nevada and Took Pro Bono cases with Nevada Legal Services
- viii. Volunteered as a Mentor for UNLV Boyd Law School/BLSA with 2 current law students and one recent graduate
- ix. Spoke on panels for High School Students interested in careers in Law at former High School Canyon Springs & Leadership and Law Preparatory Academy
- x. Spoke at Career Day to students at Desert Rose Behavioral High School about the practice of law, overcoming adversity, and my role as a Deputy City Attorney with the City of Las Vegas
- xi. Served on the board for Las Vegas National Bar Association, collaborated on events with LBA, SNAWA, and other affinity bars, attended the state bar annual conference, International Municipal Lawyers Conference, and State Bar Diversity and Inclusion Summit
- xii. Continued serving on the Teach Las Vegas, Public School board and as American Red Cross DEI Ambassador

## **TIM GESWEIN LIST OF ACCOMPLISHMENTS:**

### Office of Strategic Services: Franchise Agreements

Reviewed franchise agreements, offered legal advice and related insights on various existing franchise agreements including agreement interpretation and assistance with modifications and extensions. Assisted in negotiation and drafting of franchise agreement for Gigapower. Advised regarding issues related to Hotwire Communications agreements. Offered legal advice regarding ambulance franchise agreement. Drafting new template agreement for franchise agreements.

### Purchasing: Contract Drafting and Review

Drafted and reviewed contracts regarding: 1) Performance Agreements (60+); 2) Professional Services Contracts; 3) Blanket Services Contracts; 4) Prime Design Services Contracts; 5) Mutual Use Contracts; 6) Park Use License Agreements; 7) Owner-Contractor Agreements; and 8) Inspection & Repairs of Food Trucks.

### Cultural Affairs: Life is Beautiful Special Events License

Drafted comprehensive special events license based upon prior agreements and client wishes. Offered legal advice regarding agreement interpretation and outstanding issues.

### Community Development: One Tree Planted

Reviewed proposed agreements and offered legal advice. Drafted volunteer agreement and offered insights regarding program development with proposed solutions to predictable issues.

### Building and Safety: Contract Drafting and Review

Drafted and reviewed contracts regarding: 1) Off-Site Improvements Agreements with Performance Bonds; 2) Agreements in Lieu of Off-Site Improvements Performance Bond (Cash Deposit); 3) Right-of-Way Sign License Agreements; 4) Right-of-Way Outdoor Sidewalk Dining Encroachment Agreements; 5) Right-of-Way Monitoring Well License Agreements; 6) Sewer Connection Agreements and related Interlocal Contracts; and 7) Agreements for the Deferral of Sewer Connection Fees.

Cultural Affairs: Contract Drafting and Review

Drafted and reviewed contracts regarding temporary license agreements; drafted and reviewed Las Vegas Convention and Visitors Authority (LVCVA), License Agreement.

Planning: Contract Drafting and Review

Reviewed Green Chips dba ImpactNV (EPA Environmental Justice Grant); offered insights regarding same.

Parks and Recreation: Contract Drafting and Review

Reviewed VITA/TCE Partner Sponsor Agreement (Doolittle; ELVCC); offered insights regarding same.

Litigation: Vanessa Aoun v. City of Las Vegas

Defended City against claims of age, gender, and disability discrimination and retaliation. Attended mandatory Early Neutral Evaluation in federal court; drafted legal papers; conducted discovery of claims; prepared and interviewed witnesses; deposed Plaintiff Aoun.

Litigation: Latonia Lister v. City of Las Vegas

Defended City against claims of gender and race discrimination and retaliation. Attended mandatory settlement conference with Justice Nancy Saitta (ret.); drafted legal papers including motion practice and Pretrial Order.

Litigation: Eric Scheumann v. City of Las Vegas

Defended City against claims of gender discrimination and retaliation with related claims. Prepared and interviewed witnesses, defended four witness depositions; drafted legal papers; conducted discovery of claims; deposed Plaintiff Scheumann.

Litigation: Susan Finucan v. City of Las Vegas

Defended City against claims of gender, age, and national origin discrimination and related claims. Prepared and interviewed witnesses; drafted legal papers including Pretrial Order.

Advisory Commissions: Public Meeting Counsel

Counsel for Parks and Recreation Advisory Commission as well as Traffic and Parking Commission.

## **NICK NIARCHOS LIST OF ACCOMPLISHMENTS:**

Red Ridge Development – Drafted DDA for luxury condo development in Symphony Park which was entered into between CPV and developer.

Represented city in assemblage of land for construction of parking garage, including drafting of purchase and sale agreements, including purchase agreement with Siena XII Holdings which has been entered into by both parties.

Represented Redevelopment Agency in connection with numerous Facility Use Agreement for incubator companies.

Drafted ENA for possible children's hospital at Cashman property.

Drafted and represented RDA in connection with various VIP agreements.

Represented city in connection with the closing of the sale of the Ogden garage.

Represented city in complicated closing with Library District whereby City terminated long term groundlease for existing library and recovered building and conveyed site owned by city for construction of new library.

Represented city in connection with license agreement for holding of XFL football games at Cashman field.

Represented RDA in connection with multiyear extension of incubator lease at 330 South Fourth Street, Las Vegas 89101.

Drafted ENA for Desert Pines golf course development.

## **LEGISLATION**

### **VAL STEED LIST OF ACCOMPLISHMENTS:**

#### **General**

- Processed approximately 26 ordinances and 16 resolutions
- Processed approximately 4 business impact statements related to ordinances and resolutions
- Drafted approximately 8 other ordinances and resolutions that either await processing or were decided not to be processed
- Provided several legal opinions on local topics
- Reviewed and provided input regarding approximately 130 bills before the Nevada Legislature
- Provided proposed amendment language for several of such bills
- Served as regular board counsel at meetings of the Recommending Committee, the Arts Commission, and Arts Commission subcommittees; and occasionally at meetings of the Commission for the Las Vegas Centennial and the Senior Citizens' Advisory Board

**SPECIFIC MAJOR PROJECTS (ORDINANCES AND RESOLUTIONS)**

<b>PROJECT</b>	<b>DEPT/SOURCE</b>
Ordinance adopting affordable housing incentives	CD/NS
Resolution and ordinance adopting Gigapower Franchise Agreement	Finance
Floyd Lamb Park Resolution	CW Brune/CAO
Resolution establishing a policy for Councilmember-proposed ordinances	CMO/CAO
Animal handler/breeder update ordinance	CW Seaman/DPS
Resolution establishing a policy for reconsideration of Council decisions	CMO/Clerk
Sewer fee increase adoption	PW/Finance
Vision Zero Resolution (goals for eliminating traffic deaths and serious injuries)	PW
Comprehensive Form-Based Code update	CD
3 International Code adoptions/updates	CD-B&S
Ordinance updating various parking regulations and enforcement provisions	EUD
Resolution adopting an urban forestry program	CD
Cannabis consumption lounge ordinance (assisting Crislove who was primary)	CD

## Bryan Scott's 2021-2022 projects and accomplishments

- Completed a successful redistricting of the City wards. Completed the process for the first time with Demographer Rich Wassmuth in four months rather than the normal one year period of time. Advanced maps to ALCU, Urban Chamber, NAACP, Latin Chamber, Asia Chamber and other interested groups. Continuous meetings with all Council members and City Management. Presented the proposed map to the Recommending Committee and City Council. No protests or comments and a unanimous vote by City Council.
- Coordinated with the City Attorneys from North Las Vegas, Henderson, County Council and the Attorney's General Office and Solicitor General to draft and complete a Joint Power Agreement for Work Force Connections to solidify its status. Process took more than a year to complete. Also redrafted Bylaws, Executive Directors Contract and Local Elected official's documents.
- Succession Planning - Interviewed and hired six (6) new Deputy City Attorney (4 Civil and 2 Criminal); 2 Legal Records Specialists, Receptionist, 3 Victim/Witness Advocates, 1 Investigator and 1 Criminal Legal Tech. Gained greater ethnic and gender diversity throughout the City Attorney's Office.
- Super 8 Motel – was being used as a homeless shelter
- Negotiations and acquisition of 9th Bridge School for Strong Start Academy – negotiated letter of Intent, Interim Lease, Purchase and Sale agreement
- Advised on Covid-19 requirements, updates and cancellation of Mayor's Emergency Order
- Negotiated a potential swap of the Homeless Helpers (Care Complex) for the City's Recuperative Care Complex in lieu of condemnation.
- Assisted in the negotiations for the acquisition of several Charleston corridor land parcels as part of a condemnation case being handled by Deputy City Attorney John Curtas.
- Established a Records retention policy with City Clerk's Office
- Establishment of a satellite office in the City Attorney's Criminal Division
- Sought compensation study for the Criminal Division Attorneys which resulted in a 25% raise due to their increased workload and jury trials for BDV cases.
- Criminal Deputies training for the conducting of BDV Jury Trials. Experienced Civil Deputies assisted in training
- Volunteered the CAO to participate (together with the Municipal Court) in the pilot DEI for excellence initiative program

- Community Outreach:
  - 2020 – 2021 – Participated on the Board of Directors of the Southern Nevada Senior Law Project
  - February 2021 – Authored an article for the State Bar of Nevada’s Nevada Lawyer Magazine on “Nevada African American Firsts”
  - April 2021 - Authored an article for the State Bar of Nevada’s Nevada Lawyer Magazine on “Nevada African American Trailblazing Attorney Firsts”
  - June 17, 2021 - Participated as a panel speaker for the State Bar Annual Meeting on Diversity, Equity and Inclusion – “Building the pipeline for diversity, equity and inclusion in your law firm”
  - June 21, 2021 – Awarded the Inaugural “Bryan K. Scott Trailblazer Award” by the State Bar of Nevada
  
  - September 2021 – Appointed and participated on the State of Nevada’s Cannabis Advisory Commission’s Subcommittee on Social Equity, Diversity and Inclusion.
  - October 1, 2021 I was awarded the International Municipal Lawyers Association’s (IMLA) Burk E. (Buck) Delventhal Legal Advocacy and Education Award
  - October 14, 2021 participated as a panel speaker for the State Bar of Nevada’s Public Lawyers Section Annual Meeting on the Cannabis Compliance Board, regulations and potential municipal concerns about cannabis smoking lounges.
  - October 14, 2021 participated as a panel speaker for the State Bar of Nevada’s Public Lawyers Section Annual Meeting regarding “Building the Pipeline for Diversity, Equity and Inclusion in the Public Law Office”.
  - February 1, 2022 Participated as a panel speaker and honored by the Nevada Black Caucus’ Legends in Law with a “Trailblazer Award” along with Justice Douglas, Judge Rawlinson and Judge Williams
  - March 2022 – Appointed to the International Municipal Lawyers Association Board of Directors
  
  - April 2, 2022 – Appointed as the President of the 2023 Western States Bar Conference
  
  - May 4, 2022 – Participated with Councilwoman Diaz in “Career Day” at John S. Park Elementary
  
  - May 17, 2022 – keynote speaker for the “Lifelong Learning of Regency”. Spoke to the Homeowners Association for Regency at Summerlin on the differences between Clark County and the City of Las Vegas, the City Attorney’s Office and projects the City is working on.
  - May 31, 2022 Deputy City Attorneys Crislove Igeleke, Allycia Murphy, Dimitri Dalacas and I participated in “Career Day” at Democracy Prep
- Created a “Do’s and Don’ts” memo to Council and all City employees regarding running for public office
- Created Interim Municipal Court Judge Policy for Transition of Department 6 when Judge Hastings retired.

- Multi Jurisdiction Roundtables – In 2020, I started a quarterly luncheon meeting with the legal representatives of Clark County, the City of North Las Vegas, the City of Henderson and the City of Boulder City to talk about our current municipal issues. This has proven to be a fun way to communicate with colleagues. These meetings are still taking place today.
- Monthly staff and Chiefs meetings and Attorney roundtables to discuss various culture change issues, communications, discussion of current cases, and educate on various subject matters.
- ACLU Warrant quashing event with Municipal Court
- Monthly meeting with FSE, DPS, Business licensing, LVMPD and others re: FSE and Busker issues
- Cannabis Compliance Board and smoking lounges
- Social Justice Reform – The decriminalization of certain traffic offenses to civil infractions
- Opioid Meeting with AG and other jurisdictions re: settlement
- Rewriting of City Attorney Job Descriptions for Staff and Attorneys – they don't adequately reflect the nature of what we do. Changing them will attract the best and brightest candidates.

## Bryan Scott's 2020-2021 projects and accomplishments

- 2020-2021 was a difficult year between the pandemic, civil unrest and personnel advancing to other departments or retiring, as a leader I was challenged to think outside the box, maintain morale, keep the levels of service up to par with what you had experienced pre-pandemic and I think that my staff performed admirably. IT was extremely helpful. We had previously gone through the COOP exercises and we were prepared with remote access. We all got laptops, worked from home for the most part, established a daily e-mail check in, made myself available at any time and provided them with flexibility to take care of their children and families. I don't think we missed a beat. I would like to thank them for all their hard work.
- Last year came with a lot of uncertainty. We had to deal with and interpret for all of you 30 emergency directives from the Governor, we had to advise the Mayor and CMO with regard to declaring an emergency city-wide and we had to advise the various departments on closures and on businesses that were not in compliance with those directives.
- When the vaccine first came out, I contacted the Attorney General and received an opinion that the CAO was law enforcement/public safety. We got the vaccines first to continue working.
- I have not taken time off during this past year with the exception of a Thursday, a recent Monday and worked while attending and presenting at the state Bar Conference recently. I have made myself available 7 days a week. My priority during this past year has been the well-being of the city and my staff.
- Succession Planning - After 8 months I chose a number 2, developing Attorneys to take over for retiring senior staff. Hampered by the Loss of Jack Eslinger who became the Municipal Court Administrator and Seth who became the head of planning, business licensing and code enforcement.
- Bettered Communication internally, to CC and to departments. I send out e-mails periodically reminding about signing contracts, new hires, donations, etc. I hold staff meetings, Chiefs meetings and Attorney meetings. Open door policy – complaints welcomed.
- Transparency – a law office can only be so transparent. I hope through my memos and briefings I have improved that. If any of you want to set up monthly one-on-one meetings with me, I would welcome those.
- Summarization of Bills – prior to the CC meetings Jeff sends out bullet point summary of the bills to be voted on. Makes it easier for Council to understand and digest.
- Work Force Connections – Worked with Dr. Lisa Morris-Hibbler, NLV, Clark County to determine the status of WFC (quasi-governmental entity vs. Non-profit). Wrote to AG's

Office to help, opinion rendered, County disagreed, now doing a new Joint Powers Agreement (JPA0

- Diversity, Equity and Inclusion has been important to me. Added gender and ethnic diversity to the Civil Division. Added ethnic diversity to the Criminal Division.
- New Onboarding Book (Electronic/uploaded on Share point). I personally on-boarded all of you and your Planning Commissioners when you were elected. Jim updated the book and we've placed it online on the CAO share point.
- Badlands – Quarterly updates/recently brought outside Council in to meet councilmembers
- Public Records – 276 requests (just to our office). Everything from videos, to documents, to building plans.
- Public Lawyers – (Signed up all attorney to State Bar section) – to develop relationships with other civil government attorney throughout the State. For \$50 can get all required CLE credits. Saves department \$\$
- ACLU (Met with Rep, coordinating warrant forgiveness/Marijuana sealing/homeless); Met with Ben Lipman of the RJ; Bi-monthly FSE meetings; meeting with NLV, Henderson and Boulder City City Attorney to collaborate on local issues.
- Education – (Assigned to Jim Lewis who created Sexual Harassment training & additional training for all departments) – great feedback! And saved the City money vs. using the outside Council we previously had teach the course.
- Quarterly Litigation Report to City Council to see not only the things settled for \$\$ but also to see the things we got summarily dismissed.
- Meeting with Safe nest regarding housing DV advocates in criminal division/Muni Court
- Updated Domestic Violence Website redesigned by Victim Witness Advocates
- Redistricting – Fred Kessler
- Super 8 Issue – turned into a homeless shelter. Worked with CW Diaz's office and code enforcement to stop
- Relationship building year – not only externally, but internally as well. Criminal Division seen as an afterthought and the Attorneys not valued. When I started had lunch with them, got their feedback. Recently, they brought an issue to me regarding their salaries not being on par with other municipalities. They did the research, I supported their efforts and it concluded with a shift in their salary ranges and significant raises for a lot of them. To say that they were grateful is an understatement. Want us to be seen as one office.

- Good relationship with City Manager's Office and all department Heads. I try to attend all events they have to build comraderie.
- Toxic tort
- ACLU Conference – (Quashing & Buskers)
- 
- Move into the new courthouse
- AG OML Complaint re: citizens right to speak.
- Recall Petitions
- Animal Cruelty
- Externs

**Bryan K. Scott** has resided in North Las Vegas and Las Vegas since April 1970. He earned a Bachelor of Science degree in Business Administration (Management) from the University of Nevada, Las Vegas in 1988 and a Juris Doctorate degree from Northwestern School of Law, Lewis and Clark College in 1991. An Attorney since October 11, 1991, he has worked for the City of Las Vegas since August 5, 1996 and is currently the City Attorney for the City of Las Vegas. During his time with the City of Las Vegas, Scott has practiced in the areas of General Civil Litigation, Special Improvement Districts, Condemnations, Land Use, Zoning and Planning, Ethics, Cannabis Regulation, Public Records and the Open Meeting Law. From 1996 to 2005 he served as a Deputy City Attorney. From 2005 to 2016 he served as the Assistant City Attorney. From 2016 to 2020 he served as the Senior Assistant City Attorney. On June 17, 2020, Scott was unanimously ratified by the Las Vegas City Council as the 23<sup>rd</sup> and first African-American City Attorney for the City of Las Vegas in the city's history (119 years).

From 1991-1993, Scott was an Associate Attorney for Donald J. Campbell & Associates (NKA Campbell & Williams) and an Associate Attorney for Rawlings, Olson, Cannon, Gormley & Desruisseaux (NKA Olson Cannon Gormley & Stoberski) from 1993-1996.

From 2006 to 2009 and from 2010 to 2018 Scott was a member of the State Bar of Nevada Board of Governors. He was the 88<sup>th</sup> and first African-American President of the State Bar of Nevada in 2016-2017. He was a member of the Nevada Board of Continuing Legal Education from 2011 to 2014. Scott was the first African-American President of the Clark County Law Foundation in 2006 and was elected as the first African-American President of the Clark County Bar Association in 2005. He served as a Board Member/Secretary-Treasurer/President-Elect of the Clark County Bar Association from 2000 to 2004.

In 1996 Scott was elected as the President of the Las Vegas Chapter of the National Bar Association. He served in that position until 1999.

On May 10, 2023, Scott was unanimously elected to the Foundation Board of Trustees at the Scott is the 2023 Recipient of the Clark County Law Foundation Liberty Bell Award.

On May 12, 2023, Scott was the Keynote Speaker for the UNLV Alliance Professionals of African Heritage's 37th Annual Student Awards Ceremony and 23rd Annual Graduation Celebration.

Scott is the past Chairman of the State Bar of Nevada's Diversity Committee and served on the Nevada Supreme Court's Bench-Bar Committee for three years. Scott currently sits on the Board of the Justice Michael L. Douglas Pre-Law Fellowship Program which seeks to introduce students from underrepresented communities to the rigors of law school and the benefits of having a legal education.

Since 2021, Scott has been a member of the Nevada Cannabis Compliance Board's Cannabis Advisory Commission's Subcommittee on Social Equity, Diversity and Inclusion

Scott was most recently the 2022-2023 President of the Western State Bar Conference held in San Diego, California March 29 – April 1, 2023.

Scott has won a number of awards and accolades for his legal, public service and community service work, including:

On October 8, 2022 The Las Vegas City Attorney's Office was recognized by the Las Vegas Chapter of the National Bar Association (LVNBA) as "Law Firm of the Year" for its Diversity, Equity and Inclusion (DEI) efforts during the LVNBA's 41<sup>st</sup> Annual Scholarship and Awards Gala.

On February 1, 2022 Scott was recognized by the Clark County Black Caucus as one of Nevada's Black

Law Trailblazers and spoke on a panel of distinguished Nevada Legal “firsts” during the Las Vegas Mob Museum’s “Leaders in Law: Celebrating Nevada’s Black Legal Trailblazers” Black History Month Program.

On October 1, 2021, during its Annual Meeting in Minneapolis, Minnesota, the International Municipal Lawyers Association (IMLA) awarded Scott with “The Burk E. (Buck) Delventhal Legal Advocacy and Education Award”

In June 2021, the State Bar of Nevada honored Scott with naming its annual “Trailblazer Award” after him and awarding him the Inaugural “Bryan K. Scott Trailblazer Award” during its Annual Meeting on Coronado Island

Scott has been a member of the Board of Directors for the International Municipal Lawyers Association (IMLA) since 2020..

In May 2019, Scott was named the “James M. Bartley Distinguished Public Lawyer” by the Public Lawyers Section of the State Bar of Nevada in Lake Tahoe, Nevada

In 2019, Scott was named as “Trailblazer of the Year” by the Nevada Association of Real Estate Brokers.

In September 2018, Scott was recognized by the Las Vegas Chapter of the National Bar Association as its “Attorney of the Year”

Scott was honored by the Las Vegas Chapter of the National Bar Association in 2019 by the establishment and awarding of the “Bryan K. Scott Book Scholarship” for Law Students.

In 2018 Scott was recognized by the Asian American Advocacy Clinic with its “Unsung Hero” award.

Scott was the Keynote Speaker and awarded the “Educational Pioneer Award” by the University of Nevada, Las Vegas’ Center for Academic Enrichment and Outreach in 2017.

Scott is a Lifetime Member of the UNLV Alumni Association. During part of his time as an Undergraduate student at UNLV (1984-1988) Scott served as a UNLV Student Ambassador.

Scott has been recognized as a “Legal Elite: Nevada’s Top Attorneys (Government) by Nevada Business Magazine in 2012, 2015, 2016 and 2017.

Scott was honored by the Las Vegas Chapter of the National Bar Association during its 2006 annual Scholarship Gala.

In 2005, Scott received the Martin P. Dowling Volunteer of the Year award from the Clark County Bar Association

In 2002, Scott was awarded the Clark County Bar Association’s Circle of Support Award.

Scott has participated as a speaker during numerous Community events, Continuing Legal Education (CLE) sessions and acted as a speaking panelist and authored numerous articles on various subject matters including: Cannabis regulation, Special Improvement Districts (SIDs), Appearing before an administrative agency, Diversity, Equity and Inclusion (DEI) and Nevada African American Attorney “firsts” among other subject matters for the State Bar of Nevada’s Nevada Lawyer Magazine, the Clark County Bar Association’s Communique’ Magazine and other legal publications.