RESOLUTION NO. _____

RESOLUTION APPROVING AND ADOPTING THE EMPLOYMENT PLAN POLICY, AS AMENDED, AND FINDING THE POLICY TO BE IN COMPLIANCE WITH AND IN FURTHERANCE OF THE GOALS AND OBJECTIVES OF THE REDEVELOPMENT PLANS OF THE CITY OF LAS VEGAS REDEVELOPMENT AGENCY

WHEREAS, on April 6, 2011, the City of Las Vegas Redevelopment Agency (the "Agency") adopted Resolution No. RA-4-2011, approving an Employment Plan Policy applicable to redevelopment projects in the redevelopment area receiving financial assistance from the Agency; and

WHEREAS, on June 18, 2014, the Agency adopted Resolution Nos. RA-8-2014 and RA2-2-2014, which amended the Agency's Employment Plan Policy; and

WHEREAS, the Agency's Employment Plan Policy establishes requirements and procedures intended to provide residents of designated areas with opportunities to benefit from redevelopment projects and provides developers, employers, and build-to-suit owners/lessees with guidance for preparing and implementing employment plans in connection with redevelopment projects receiving incentives from the Agency; and

WHEREAS, the Nevada Legislature has enacted provisions of NRS Chapter 279 governing employment plans for certain redevelopment projects, including NRS 279.6092 to 279.60993, inclusive, which establish requirements relating to employment plans, local hiring, participation of certain residents and businesses, reporting, withholding of redevelopment incentives, and appeals; and

WHEREAS, NRS 279.482 and NRS 279.6092 to 279.60993, inclusive, apply to redevelopment projects undertaken in a redevelopment area of a city whose population is 500,000 or more, and such provisions therefore apply to redevelopment projects undertaken within the applicable redevelopment areas of the City of Las Vegas; and

WHEREAS, the Agency has reviewed its existing Employment Plan Policy and determined that a revised and restated policy is appropriate to update the Policy, incorporate applicable provisions of NRS Chapter 279, clarify the applicability of the Policy to redevelopment projects receiving Agency incentives, and establish procedures and requirements for the implementation and administration of the Employment

Plan program; and

WHEREAS, a copy of the proposed revised and restated Las Vegas Redevelopment Agency Employment Plan Policy (the "Employment Plan Policy") is attached hereto as Exhibit A and incorporated herein by reference; and

WHEREAS, the 1986 Redevelopment Plan, as amended, and the 2012 Redevelopment Plan, as amended, and the 2026 Redevelopment Plan (collectively the "Redevelopment Plan") identifies three (3) areas within the corporate boundaries of the City of Las Vegas ("City") as in need of redevelopment in order to eliminate the environmental deficiencies and blight existing therein ("Plan Areas"); and

WHEREAS, the Employment Plan Policy establishes requirements applicable to proposals for redevelopment projects receiving incentives from the Agency, including requirements concerning the preparation and implementation of employment plans, resident employment, local small business participation, outreach and training, reporting, and compliance with applicable provisions of NRS Chapter 279; and

WHEREAS, the Employment Plan Policy is intended to provide developers, employers, contractors, and build-to-suit owners/lessees with guidance concerning the Agency's employment and participation requirements while providing residents of the designated Plan Areas with opportunities to benefit from redevelopment projects; and

WHEREAS, the Agency finds that the Employment Plan Policy is consistent with, and in furtherance of, the goals and objectives of the Redevelopment Plan, including the elimination of environmental deficiencies and blight and the promotion of redevelopment within the designated Plan Areas; and

WHEREAS, the Agency has considered the Employment Plan Policy and the requirements imposed by NRS Chapter 279 and finds that adoption of the Employment Plan Policy to be in compliance with and in furtherance of the goals and objectives of the Redevelopment Plan of the Agency; and

WHEREAS, the Agency desires that the Employment Plan Policy be implemented with respect to redevelopment projects funded, directly or indirectly and in whole or in part, by the Agency, to the extent

applicable under NRS Chapter 279 and the applicable agreement governing the Agency's provision of incentives.

NOW, THEREFORE, BASED UPON THE FOREGOING, BE IT RESOLVED by the Governing Board of the Agency that the revised and restated Las Vegas Redevelopment Agency Employment Plan Policy attached hereto as Exhibit A is in compliance with and in furtherance of the goals and objectives of the Redevelopment Plan of the of the Agency, and in the best interest of the residents of the Plan Areas.

BE IT FURTHER RESOLVED, that the Governing Board of the Agency hereby approves and adopts the revised and restated Las Vegas Redevelopment Agency Employment Plan Policy attached hereto as Exhibit A.

BE IT FURTHER RESOLVED, that the Employment Plan Policy shall supersede and replace the Las Vegas Redevelopment Agency Employment Plan Policy dated June 18, 2014, as amended, upon the effective date of this Resolution.

BE IT FURTHER RESOLVED, that the Employment Plan Policy shall apply to redevelopment projects receiving incentives from the Agency to the extent provided in the Policy, NRS Chapter 279, and

////

////

////

////

////

////

////

////

////

////

////

the applicable agreement between the Agency and the developer, employer, or other recipient of Agency incentives. The requirements of the Employment Plan Policy shall be incorporated into applicable agreements providing incentives from the Agency, as determined appropriate by the Agency.

THE FOREGOING RESOLUTION was passed, adopted and approved this _____ day of _____, 2026.

CITY OF LAS VEGAS
REDEVELOPMENT AGENCY

BY _____
SHELLEY BERKLEY, Chair

ATTEST:

_____
Acting Secretary

APPROVED AS TO FORM

11/5/26
Date

Dimitri P. Dalacas
Chief Deputy City Attorney

Resolution No. RA-_____-2026

RDA/CC Meeting: _____/_____/2026
RDA Item: _____ CC Item: _____

25-2301.030

Exhibit A
Employment Plan Policy

CITY OF LAS VEGAS
REDEVELOPMENT AGENCY

Las Vegas Redevelopment Agency

Employment Plan Policy

Revised
_____, 2026

TERMS

"***Agency"*** means the city of Las Vegas Redevelopment Agency established by the Las Vegas City Council.

"***CDBG Eligible Area***" means a geographical area that is eligible for a Community Development Block Grant pursuant to 24 C.F.R. Part 570.

"***City***" means the city of Las Vegas, a Nevada political subdivision and municipal corporation.

"***DDA***" means a disposition and development agreement that sets forth requirements for the sale, lease, exchange, acquisition, or disposal of real property owned by the Agency, where a specific type of project is developed.

"Developer" means a person or entity that proposes to construct a redevelopment project, which will receive financial assistance from the Agency.

"***Disabled"/Having a "Disability"*** means a physical or mental impairment, with respect to an individual, that substantially limits one or more of the major activities of such individual; a record of such impairment; or being regarded as having such impairment.

"***Economically Disadvantaged***" means any individual who meets the present poverty guidelines established by the Federal government as a poverty measure. The guidelines are issued each year in the Federal Register by the Department of Health and Human Services (HHS).

"***Employer***" means a public or private entity that hires individuals to perform work for its business that is located or relocated inside the Las Vegas Redevelopment Area, which will receive incentives from the Agency.

"***Employment Plan***" means the plan as described in NRS 279.482 and NRS 279.6092 to 279.60993, inclusive, including any successor statutes, when participating in a redevelopment project funded with Agency incentives.

"Las Vegas Redevelopment Area" means the three areas within the corporate boundaries of the City identified in the 1986 Redevelopment Plan, as amended, the 2012 Redevelopment Plan, as amended, and the 2026 Redevelopment Plan, as in need of redevelopment in order to eliminate the environmental deficiencies and blight existing therein. Areas may be removed or added in the future, and those areas will be deemed deleted from or included in this definition.

"***Members of Racial Minorities***" means or describes an individual that is: Black or African-American, Hispanic-American, Native-American, Asian-Pacific American, Subcontinent Asian-American, Native-Hawaiian or other Pacific Islander.

"***NRS***" means Nevada Revised Statutes, as they may be amended from time to time.

"***OPA***" means an owner participation agreement where the Agency is participating with a landowner for the development of a site by providing some form of financial assistance.

"***Plan Areas***" means the designated Las Vegas Redevelopment Area, areas in the City for which the Las Vegas City Council has adopted a plan for neighborhood revitalization or which are CDBG Eligible Areas, or the SNEC.

"***PSA***" means a purchase and sale agreement where the Agency is involved in the acquisition or sale of real property.

"***Resident***" means an individual whose primary place of residence is within the Plan Areas boundaries.

"SNEC" means the geographical area designated as the Southern Nevada Enterprise Community in section 5 of chapter 407, Statutes of Nevada 2007.

"***Veteran***" means any honorably discharged soldier, sailor, marine, nurse, or army field clerk, as well as reserve components of these services, who have served in military service of the United States.

"***VIP***" means a visual improvement agreement where the Agency is providing some form of financial assistance for the purpose of improving the physical appearance of existing structures located in the Las Vegas Redevelopment Area.

POLICY

This Employment Plan Policy (hereinafter referred to as the "Policy") is prepared in accordance with the Las Vegas Redevelopment Agency Employment Plan Resolution No. RA-4-2011, dated April 6, 2011, as amended by Resolution No. RA-8-2014 and RA2-2-2014, dated June 18, 2014, and further amended by Resolution No. _____, dated _____, and with NRS Chapter 279, specifically but not limited to NRS 279.482(2) and NRS 279.6092 to 279.60993, inclusive. This Policy supersedes the amended Las Vegas Redevelopment Agency Employment Plan Policy dated June 18, 2014. In accordance with the Policy, Employers, Developers and build-to-suit owners/lessees that receive incentives from the Agency are required to hire Residents who live within the designated Plan Areas, and are encouraged to hire Economically Disadvantaged contractors/residents, Members of Racial Minorities, women, Disabled persons and Veterans.

OBJECTIVE

The immediate purpose of this Policy is to provide Employers, Developers, contractors and build-

to-suit owners/lessees with the guidance necessary to prepare and implement an Employment Plan. The purpose of this Policy is to ensure that the persons identified in NRS Chapter 279 have the opportunity to benefit from redevelopment projects as fully as the community at large.

The requirements of the Policy shall be included in any VIP, OPA, DDA, or PSA, or any agreement with a party who will be provided incentives from the Agency (hereinafter collectively referred to as "Agreements").

APPLICABILITY

1) Except as otherwise provided in NRS Chapter 279, each proposal for the Agency to provide incentives for a redevelopment project must include an Employment Plan.
2) The Employment Plan provisions of NRS 279.6092 to 279.60993, inclusive, apply only to a redevelopment project undertaken in a redevelopment area of a city whose population is 500,000 or more and is therefore applicable to the City.
3) A public agency that uses redevelopment funds for the design or construction of a redevelopment project being built as a public work pursuant to NRS Chapter 338 shall submit an Employment Plan pursuant to NRS 279.6093.
4) Please refer to NRS Chapter 279, as amended from time to time, for the most up-to-date requirements with respect to Employment Plans.

DEVELOPER/EMPLOYER AWARD PHASE REQUIREMENTS

1) EMPLOYMENT PLAN

a. Pursuant to NRS 279.482 and NRS 279.6093, each proposal for a redevelopment project whereby the Agency is to provide incentives must include an Employment Plan as appropriate for the particular project. The Employment Plan must include:

i. A description of the existing opportunities for employment within the Plan Areas;

ii. A projection of the effect that the redevelopment project will have on opportunities for employment within the Plan Areas;

iii. A description of the manner in which an Employer relocating a business into the

Las Vegas Redevelopment Area plans to employ persons living within the Plan Areas of operation who:

1) Are Economically Disadvantaged;

2) Have any Disability;

3) Are Members of Racial Minorities;

4) Are Veterans; or

5) Are women.

b. When the Agency proposes to provide an incentive to a Developer for a redevelopment project in the Las Vegas Redevelopment Area, the required Employment Plan must also include:

i. A description of the manner in which:

1) The Developer will seek the participation in the redevelopment project of local small business contractors and sub-contractors who are licensed in Nevada and whose place of business is located within 100 miles of the project; and

2) The Developer will, in hiring for construction jobs for the project, use its best efforts to hire Veterans and persons of all sexes and diverse ethnicities living within the Plan Areas.

c. When the Agency proposes to provide an incentive to an Employer for a redevelopment project in the Las Vegas Redevelopment Area, the required Employment Plan must also include a description of the manner in which each Employer relocating a business into the Las Vegas Redevelopment Area will use its best efforts to hire Veterans and persons of all sexes and diverse ethnicities living within the Plan Areas.

d. The Employment Plan must include an agreement by the Developer or Employer to offer and conduct training for the residents described in Section 1(b) and (c) above or make a good faith effort to provide such training through a program of training that is offered by a governmental agency and reasonably available to the Developer or Employer.

e. The participation goal is intended to give all segments of the local business community a reasonable and significant opportunity to participate in Agency contracts with respect to

redevelopment projects. The participation goal includes:

i. At least 15% of all employees of contractors, sub-contractors, vendors and suppliers of the Developer are bona fide Residents of the Plan Areas.

ii. At least 15% of all jobs created by Employers who relocate to the Las Vegas Redevelopment Area are filled by bona fide Residents of the Plan Areas.

iii. 15% participation by Minority Business Enterprise, Woman's Business Enterprise, Economically Disadvantaged Business Enterprise or Veteran Business Enterprise (hereinafter referred to as the "M/W/D/VBEs"). This goal represents the total value of sub-contracts and material agreements awarded to M/W/D/VBEs. Participation shall be inclusive of sub-contractors, vendors and suppliers.

iv. Reporting and demonstration of best efforts is required.

v. M/W/D/VBEs may participate as a prime contractor or sub-contractor, as a joint venture partner with a prime or sub-contractor, or as a vendor of materials and/or supplies. Only those sub-contractor(s) and suppliers contracting directly with or to be paid by the prime contractor may be credited towards the participation goals.

2) REPORTING REQUIREMENTS

a. If the project duration exceeds eight (8) months, a report to the Agency is due within thirty (30) calendar days after the end of each calendar quarter for the length of the project.

b. In an effort to provide accountability, accuracy, and consistency, a standard Agency reporting template has been developed. The templates may be modified by the Agency at any time, to ensure uniform and accurate reporting. All exhibit checklists shall be complete, with copies of correspondence and advertisements attached to the report.

c. If the participation goals are not met, the Developer/Employer must submit information documenting specific actions taken in an effort to achieve the goals prior to the contract award in order to receive credit towards compliance.

CONSTRUCTION PHASE REQUIREMENTS

1. REPORTING REQUIREMENTS

a. A Developer that receives an incentive from the Agency must submit a progress report on the Employment Plan: (i) not more than one hundred twenty (120) days after the date on

which the redevelopment project is fifty percent (50%) complete; and (ii) not more than one-hundred and twenty (120) days after the completion of the redevelopment project.

b. The progress report must include, without limitation:

i. The number of persons who have worked on the redevelopment project who:

(1) Are Economically Disadvantaged;

(2) Have any Disability;

(3) Are Members of Racial Minorities;

(4) Are Veterans; or

(5) Are women;

ii. The number of persons who have worked on the redevelopment project who are Residents of the Plan Areas;

iii. The number of local small business contractors and sub-contractors who are licensed in the State of Nevada and whose place of business is located within 100 miles of the redevelopment project who have worked on the redevelopment project; and

iv. A comparison between the information presented in the progress report and the information contained in the original Employment Plan submitted for the project.

c. If the project duration exceeds eight (8) months, a report to the Agency is also due within thirty (30) calendar days after the end of each calendar quarter for the length of the project.

d. In an effort to provide accountability, accuracy and consistency, a standard Agency reporting template has been developed. The templates may be modified by the Agency at any time to ensure uniform and accurate reporting. All exhibit checklists shall be complete with copies of correspondence and advertisements attached to the report.

e. If a Developer receives incentives from the Agency for a redevelopment project with a value of One Hundred Thousand Dollars ($100,000) or less, the Developer shall use its best efforts to satisfy the reporting requirements described in Section 1(f) below. If a Developer receives incentives from the Agency for a redevelopment project with a value greater than One

Hundred Thousand Dollars ($100,000), the Developer **must** satisfy the reporting requirements described in Section 1(f) below.

f. A Developer that receives incentives from the Agency for a redevelopment project shall, upon completion of the project and upon request of the Agency, report information relating to:

i. Outreach efforts that the Developer has utilized including, without limitation, information relating to job fairs, advertisements in publications that reach Residents of the Plan Areas and utilization of employment referral agencies;

ii. Training conducted for persons hired by the Developer and contractors, sub-contractors, vendors and suppliers of the Developer and the employers within the redevelopment project; and

iii. The execution of the redevelopment project, including, without limitation, plans and scope of services.

g. If the Developer fails to comply with the reporting requirements:

(1) The Agency may refuse to pay all or any portion of an incentive; and

(2) The Agency may require the Developer to repay any incentive already paid to the Developer in accordance with NRS 279.6098.

BUSINESS RELOCATION INCENTIVES

1) REPORTING REQUIREMENTS

a. An Employer that receives an incentive to relocate into the Las Vegas Redevelopment Area must submit to the Agency a progress report not more than one hundred twenty (120) days after the opening of the business and annually thereafter for the term during which the business is receiving the incentive.

b. A progress report submitted by an Employer that receives a relocation incentive must include, without limitation:

i. The number of persons employed by the business who:

(1) Are Economically Disadvantaged;

(2) Have any Disability;

(3) Are Members of Racial Minorities;

(4) Are Veterans; or

(5) Are women;

ii. The number of persons employed by the Employer who are Residents of the Plan Areas; and

iii. A comparison between the information presented in the progress report and the information included in the original Employment Plan submitted for the project.

c. If an Employer receives incentives from the Agency with a value of One Hundred Thousand Dollars ($100,000) or less, the Employer shall use its best efforts to satisfy the reporting requirements described herein. If an Employer receives incentives from the Agency with a value greater than One Hundred Thousand Dollars ($100,000), the Employer **must** satisfy the reporting requirements.

d. If the Employer fails to comply with the reporting requirements:

(1) The Agency may refuse to pay all or any portion of an incentive; and

(2) The Agency may require the Employer to repay any incentive already paid to the Employer.

PARTIAL WITHHOLDING OF INCENTIVE

1) If the Agency proposes to provide an incentive to a Developer/Employer for a redevelopment project, an amount equal to ten percent (10%) of the amount of the proposed incentive must be withheld by the Agency and must not be paid to the Developer/Employer until:

a. At least fifteen percent (15%) of all employees of contractors, sub-contractors, vendors and suppliers of the Developer are bona fide Residents of the Plan Areas;

b. At least fifteen percent (15%) of all jobs created by Employers who relocate to the Las Vegas Redevelopment Area are filled by bona fide Residents of the Plan Areas; and

c. The Developer/Employer satisfies all reporting requirements.

2) If the Agency provides incentives in a form other than cash to a Developer/Employer for a redevelopment project, the Developer/Employer shall deposit an amount of money with the Agency equal to ten percent (10%) of the value of such incentive as agreed upon between the Agency and the Developer/Employer. If the Developer/Employer satisfies the above requirements, the Agency shall return the deposit required by this subsection to the Developer/Employer in accordance with NRS 279.6096.

3) Prior to the start of the project, failure to adhere to all of the required program elements will constitute grounds for withdrawal of the entire incentive.

APPEALS

1) A Developer/Employer may appeal the refusal of the Agency to pay the amount of the incentive that was withheld by the Agency to the Las Vegas City Council, as the legislative body of the community.
2) In an appeal, the Developer/Employer has the burden of demonstrating that:

   a. Specific actions were taken to substantially fulfill the requirements of NRS 279.6096;

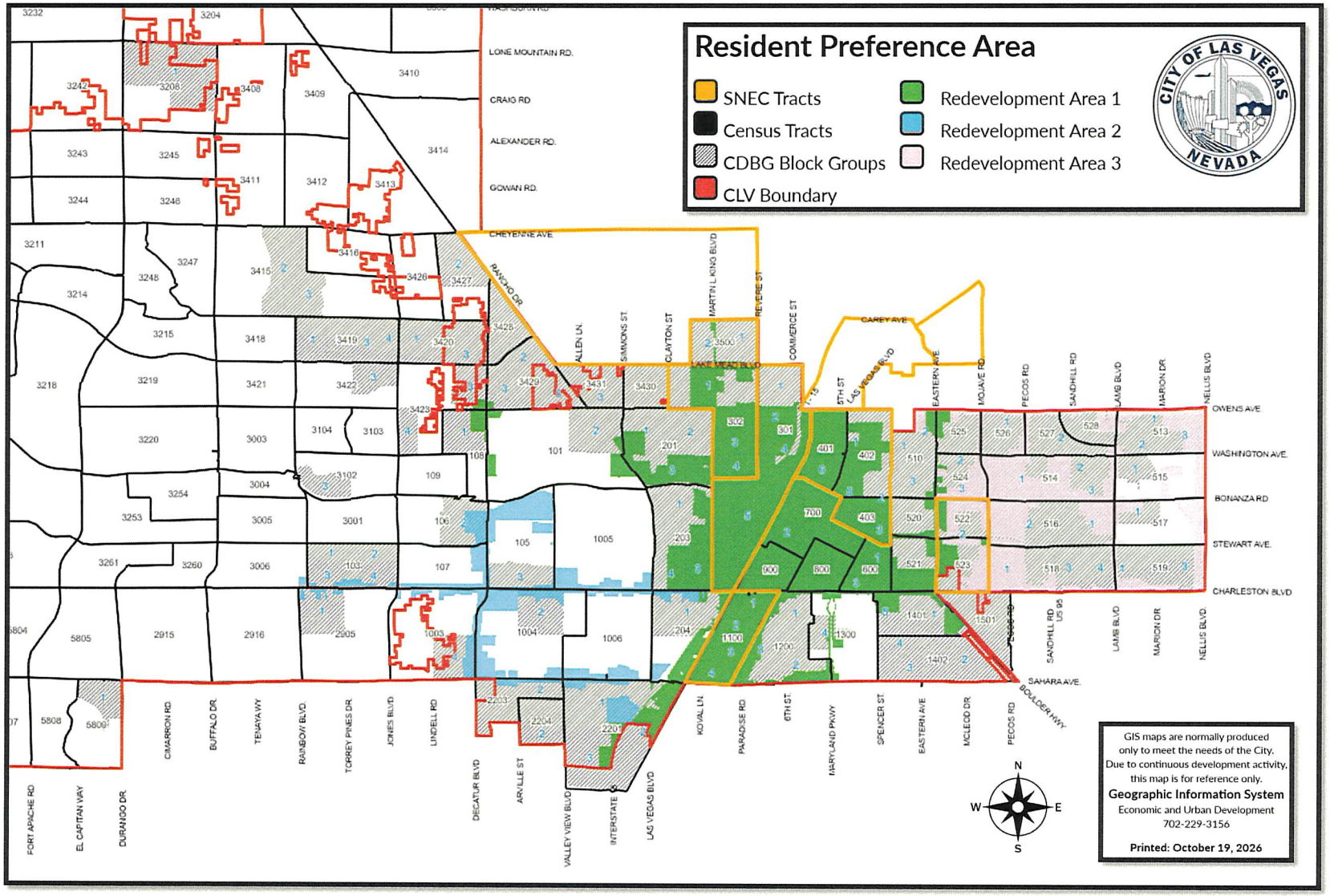
   b. An insufficient number of significant opportunities for appropriate contractors, sub-contractors, vendors or suppliers to perform a commercially useful function in the project existed; and

   c. Use of appropriate contractors, sub-contractors, vendors or suppliers as required by NRS 279.6096 would have significantly and adversely affected the overall cost of the project.
3) If the Las Vegas City Council finds that the Developer/Employer's appeal has satisfied the requirements of Section 2 above, the Agency shall pay the Developer/Employer the amount of the incentive that was withheld.

Procedure for submission and hearing of appeals:

1) Contact the Agency for an appointment to present analysis and to discuss obstacles for meeting the participation requirements or participation goals. A staff recommendation will be made and forwarded to the Executive Director of the Agency.
2) The Executive Director will review the analysis and staff recommendation and make a decision on whether a project-specific employment plan modification is warranted. If the decision is in favor of no modification, the Developer/Employer may appeal to the Las Vegas City Council.
3) Final decisions regarding the Developer/Employer's ability to meet the Employment Plan Policy requirements in the applicable Agreement shall rest with the Las Vegas City Council.

Exhibit B
Map


Resident Preference Area
SNEC Tracts
Census Tracts
CDBG Block Groups
CLV Boundary
Redevelopment Area 1
Redevelopment Area 2
Redevelopment Area 3
CITY OF LAS VEGAS NEVADA
LONE MOUNTAIN RD.
CRAIG RD.
ALEXANDER RD.
GOWAN RD.
CHEYENNE AVE.
CAREY AVE.
LAKE MEAD BLVD.
OWENS AVE.
WASHINGTON AVE.
BONANZA RD.
STEWART AVE.
CHARLESTON BLVD.
SAHARA AVE.
BOULDER HWY.
RANCHO DR.
ALLEN LN.
SIMMONS ST.
CLAYTON ST.
MARTIN L. KING BLVD.
REVERE ST.
COMMERCE ST.
5TH ST.
LAS VEGAS BLVD.
EASTERN AVE.
MOJAVE RD.
PECOS RD.
SANDHILL RD.
LAMB BLVD.
MARION DR.
NELLIS BLVD.
FORT APACHE RD.
EL CAPITAN WAY
DURANGO DR.
CIMARRON RD.
BUFFALO DR.
TENAYA WY.
RAINBOW BLVD.
TORREY PINES DR.
JONES BLVD.
LINDELL RD.
DECATUR BLVD.
ARVILLE ST.
VALLEY VIEW BLVD.
INTERSTATE 15
LAS VEGAS BLVD.
KOVAL LN.
PARADISE RD.
6TH ST.
MARYLAND PKWY.
SPENCER ST.
EASTERN AVE.
MCLEOD DR.
PECOS RD.
N
W
E
S
GIS maps are normally produced only to meet the needs of the City. Due to continuous development activity, this map is for reference only.
Geographic Information System
Economic and Urban Development
702-229-3156
Printed: October 19, 2026