



## CITY COUNCIL MEETING MINUTES

COUNCIL CHAMBER, 401 CALIFORNIA AVENUE,  
BOULDER CITY NV 89005

APRIL 08, 2025 - 5:00 PM

### CALL TO ORDER

### CONFIRMATION OF POSTING AND ROLL CALL

**Council members present:** Mayor Joe Hardy, Council Member Denise Ashurst, Council Member Cokie Booth, Council Member Sherri Jorgensen, Council Member Steve Walton (5)

**Absent:** None (0)

**Also present:** Acting City Manager Michael Mays, City Attorney Brittany Walker, City Clerk Tami McKay

City Clerk McKay confirmed the agenda had been posted in accordance with Nevada Open Meeting Law and that all members were present.

### INVOCATION AND PLEDGE OF ALLEGIANCE

Pastor Todd Kent from Calvary Chapel of Boulder City church provided the invocation, and Mayor Hardy led the Pledge of Allegiance.

### PUBLIC ANNOUNCEMENTS

City Clerk McKay noted that a handout for Item No. 4 was erroneously provided to the Council, as there were no changes to the staff report.

### PUBLIC COMMENT

Mayor Hardy opened the public comment period.

Bobbi Johnson from the Boulder City Cluster for Nevadans of the Common Good spoke about the work of Jennifer Hedland and the support she provided to the community. She said Ms. Hedland helped people access the assistance they needed and said she hoped the program would continue.

Pam Triolo said she was a volunteer at Emergency Aid and stated the work provided by Jennifer Hedland was invaluable. She said she helped residents with getting their identification, move into apartments, help with social security, etc. She said she hoped the Council would renew Ms. Hedland's contract when the time came.

No further comments were offered and the public comment period was closed.

#### **FOR POSSIBLE ACTION: APPROVAL OF REGULAR AGENDA**

**Motion:** Approve

**Moved by:** Council Member Sherri Jorgensen      **Seconded by:** Council Member Steve Walton

**Vote:**

**Aye:** Mayor Joe Hardy, Council Member Denise Ashurst, Council Member Cokie Booth, Council Member Sherri Jorgensen, Council Member Steve Walton (5)

**Nay:** (0)

**Abstain:** (0)

**Absent:** (0)

Motion Passed

#### **FOR POSSIBLE ACTION: APPROVAL OF CONSENT AGENDA**

**Motion:** Approve

**Moved by:** Council Member Steve Walton      **Seconded by:** Council Member Sherri Jorgensen

**Vote:**

**Aye:** Mayor Joe Hardy, Council Member Denise Ashurst, Council Member Cokie Booth, Council Member Sherri Jorgensen, Council Member Steve Walton (5)

**Nay:** (0)

**Abstain:** (0)

**Absent:** (0)

Motion Passed

## **CONSENT AGENDA**

1. For possible action: Approval of the March 25, 2025 City Council meeting minutes

A staff report was submitted by City Clerk Tami McKay and included in the April 8, 2025 City Council agenda packet.

2. For possible action: Resolution No. 7953, a resolution of the City Council of Boulder City, Nevada, approving Consent Agreement No. 25-009 consenting to sub-sublease of Lease Agreement No. 06-1056 to AtheneAir, LLC, a Nevada Limited Liability Company

A staff report was submitted by Airport Manager Marissa Adou and included in the April 8, 2025 City Council agenda packet.

## **REGULAR AGENDA**

### **PRESENTATIONS**

3. Presentation by Jennifer Hedland, Community Resource Liaison Boulder City Hospital

A staff report was submitted by Acting City Manager Michael Mays and included in the April 8, 2025 City Council agenda packet.

Jennifer Hedland, Community Resource Liaison (CRL) and social worker said she had more than 20 years experience. She provided an overview of the PowerPoint presentation included in the packet. She said ongoing case management was provided to help individuals maintain services and supports. She said it was targeted for those who had higher levels of need and was necessary to monitor, follow up, and reevaluate their needs. She said in September of 2024, the CRL Program in collaboration with Lend a Hand had started a monthly community partnership coalition with the local social services agencies including Emergency Aid, Senior Center and You Are Not Alone Program through the Police Department. She said Homeless outreach efforts continued bimonthly with Help of Southern Nevada & Boulder City Police Department to provide resources to those experiencing homelessness. She provided 10 examples that demonstrated a wide range of services provided to the community members in need. She said the CRL program had successfully housed people experiencing homelessness. She said this could not have happened without the generosity of community members donating funds towards the apartment deposits. She said additionally, the unhoused were connected to other services through the assistance of Help of Southern Nevada homeless outreach team. She said since the start of this program in March of 2023, 507 individuals had been referred to the program, to receive support and resources.

Mayor Hardy thanked her for her service.

Council member Ashurst thanked Ms. Hedland for her service and asked about the number one challenge faced in Boulder City.

Ms. Hedland said the number one challenge faced by Boulder City residents were faced was financial hardships with respect to rent.

In response to Council member Ashurst, Ms. Hedland said needed support was dependent on specific needs. She said she helped get them gain access to mental health resources and provided assistance to apply for medicaid. She said she could refer them to work programs.

Council member Walton said he appreciated people who lobbied for the position she filled. He thanked everyone who helped lay the foundation and said she was doing a phenomenal job. He said it was life changing and made the quality of life better for the community. He said it was a City strategic goal to find ways to collaboratively support the effort.

Council member Jorgensen referred to a quote “see a need; fill a need.” She thanked the Nevadans for Common Good for recognizing the need. She said the coordination of Ms. Hedland's efforts may have saved someone from becoming homeless. She thanked her for establishing connections and providing access to the residents. She said it was a vital service and thanked her for her efforts.

Mayor Hardy said the position was available for the next two years and said her caringness to the community was evident.

## **REGULAR BUSINESS**

4. For possible action: Discussion and possible direction to amend Section 1-5-1 of the Boulder City Municipal Code to adjust City Council salaries effective upon a new term (as requested by Council member Walton)

A staff report was submitted by City Clerk Tami McKay on behalf of Council member Walton and included in the April 8, 2025 City Council agenda packet.

Council member Walton said it was important to emphasis that any increase to council salary would become effective upon a new term. He said none of the currently seated members would be affected by any action taken today, unless by chance, somebody chose to run for reelection and won. He said any statement that Council was giving themselves a raise was inaccurate. He said the ordinance set forth the salaries and stated Council would convene in a regularly scheduled or special meeting every two years at some reasonable time prior to candidates filing for office and any increase would not take effect until the next election. He said the discussion could include compensation if the body chose, but he said he wanted to focus on the idea of a cost of living allowance (COLA) based on the CPI. He said he realized the discussion of council compensation could be a snake pit of a discussion and often full of landmines

and distasteful to the community because it could be perceived as trying to line their pockets. He said understanding the discussion could create a lot of discord in a community, he wanted to discuss a cost of living that is based on CPI so the Council could avoid the discord and discuss it reasonably. He said CPI would set something that was modest. He said he didn't believe the current salaries put into effect nine years ago would still be the same amount this many years later. He said a COLA would help accomplish two things and make it less of a stumbling block for Council and less of a point of contention for the community. He said it could be reasonably accomplished without the need to come back to change the ordinance on a regular basis. He said it made sense noting the modest change would happen as a matter of course. He ended by saying adding CPI was his proposal for discussion. He said CPI could range from zero to 3 percent. He said the language included in the appointed staff's contracts included CPI at 2 to 3 percent. He said it would make sense to include a modest cap. He said there was a chart in the staff report that gave a comparison to other communities nothing the chart was not included to compare themselves rather to show how modest the Council salaries were in comparison and how reasonable they were in relation to their neighbors. He said it was important to realize the salary for Mesquite did not include their total package. He said they also received a \$200.00 per month vehicle allowance and received health care benefits. He said as a point of reference, he paid \$18,000.00 per year for health insurance for he and his wife. He said other municipalities also receive additional benefits that weren't listed in the staff report. He said the Boulder City Charter states the Council cannot receive other benefits other than mandated by state and federal law. He said it was important to recognize that when they were talking about compensation. He said Boulder City's was salary only whereas the other municipalities had salaries plus benefits which showed how modest Boulder City was by comparison. He said Finance provided a chart showing what the pay was in 2013 and said it had been established many years prior to that and it showed the pay was increased amount beginning in 2015. He said the pay received today was the same as it was in 2015. He said the Council received electronic devices such as tablets and computers and they received PERS contributions; however, the retirement benefit would not be received unless they served more than one term and became vested after 5 years of service.

Mayor Hardy expressed his appreciation to Council member Walton for bringing this matter forward and ensuring adherence to the ordinance which stated the Council shall convene every two years prior to a candidate's filing for office to discuss, evaluate and consider adjustment to salaries. He said Staff did a good job providing the salary and benefits of neighboring Council members. He said he served on the Council previously and made approximately \$7,000 per year which was reasonable at that time. He said the topic of a reasonable salary was subjective. He said people in public service in a part time position did not work full time, rather it was an "all the time" position. He said it was important to represent the people of Boulder City everywhere they went at all times. He said it was difficult to determine how to pay the salary of someone who had to be available all of the time. He said increasing the pay of Council members no matter when it would make some people upset. He referred to the controversy surrounding the Supreme Court when they voted to increase their

retirement from \$25 to \$75. He said the headline read the Supreme Court raised their retirement by 300% and said Council increasing their pay could result in a similar headline. He said they all served at the pleasure of the people in the city and didn't think it would be fair to give the impression someone could make a living as an elected member in Boulder City. He mentioned the PERS contribution was based on their salary. He suggested having a minimum and maximum amount related to CPI because it could set a precedent for future negotiations.

Council member Jorgensen said she wanted to clarify that a COLA increase was a cost of living allowance based upon an annual national average. She also clarified that according to the Charter, Council members were not eligible to receive the City's health insurance benefit and there was no appetite to amend the Charter. She said she agreed with Mayor Hardy's statement that Council members had to be available at all times if they choose to be approachable and choose to listen. She said not increasing the pay in nine years was a long time. She said the pay increase would not affect her because she just started a new term. She said she understood some potentially great residents may not be afforded the opportunity to take on an elected position based on the salary. She also noted the cost of living had changed over the past nine years.

Council member Booth said she believed CPI was a good idea, but did not understand the differences between CPI and COLA.

City Attorney Walker said a COLA was a cost of living adjustment and how it was measured can be determined by a number of factors that were typically negotiated in a contract. She said the consumer price index (CPI) was a reliable measure of inflation and actual increased costs to the consumer. She said a cost of living allowance could be calculated by indexing it to the CPI. She said Council could include any language it chose noting the appointed official's contract language had been indexed to CPI with a base of 2% and a ceiling of 3%.

In response to Council member Booth's question City Attorney Walker said not all employees received a 2-3% increase. She said the other Boulder City employees receive a product of union negotiations which is required by law. She said CPI was taken into consideration when determining the adjustment. She said past practice had been to treat employees equally when negotiating. She said CPI was a factor of the cost of living allowance, noting there were other factors such as retention and market conditions.

Council member Booth said she was not in favor of raising the salary, but said she was in favor of a CPI adjustment because it could be beneficial to future Council members. She said she believed the current Council members loved their community and would serve without a pay increase.

Council member Ashurst thanked Council member Walton for bringing this matter forward. She said she was not aware the Council member salary had not been increased in 9 years. She said due to inflation, it was unheard of not to have CPI

adjustments. She referred to a quote that said “Where much is given; much is required.” She said she ran for the position not for the money because she currently received two retirements, but ran to serve the community. She said she thought about those who would serve after her and suggested younger people may like to do it as a job. She said she was in the military because she wanted to serve her country, but she also needed money to put food on the table. She said she believed in a cost of living allowance capped at 3%. She said after nine years, she would be comfortable voting for a raise because it doesn’t affect her and may open it up to younger residents. She said the younger minds would add positivity to the council. She suggested CPI be added yearly noting people in the military counted on the yearly increase. She said there was a lot of work to learn being a council member stating she was not complaining, but it was definitely more than a part time job. She said it was good work knowing you’re making a difference. She said a job without a raise for more than nine years is a testament to the heart of the people in Boulder City.

In response to Council member Jorgensen’s question about the historical CPI percentages, Acting City Manager Mays said traditional cost of living allowances for employees had been between 1-4% and one unusual year it was 8%, but that was an anomaly.

Council member Jorgensen said she could support a cost of living allowance that included a minimum and maximum amount.

Mayor Hardy said based on a \$20,000 annual salary, a 2% CPI increase would result in an annual increase of \$400 which would result in approximately \$33-34 per month over the next couple of years. He questioned if that amount was a benefit and if it would provide the result the Council was seeking. He said he made a decision a long time ago that he would not vote for his own raise. He said he liked serving and didn’t want people mad at him. He said the COLA increases would never amount to enough to make a living. He said it was also challenging to have a full time job and put the necessary time into being a public servant. He said he didn’t know if you could pay anybody enough to encourage them to do this work. He said he didn’t know if increasing the Council salaries was worth the potential political backlash.

Council member Booth said she didn’t believe anybody would be angry or begrudge at the Council for increasing the pay by \$34 per month for the next elected officials. She said it was a method to show you appreciate someone’s service. She said she understood the desire to attract younger people to serve, but she believed it would be challenging for someone raising a family to also have the time to serve the community. She said she worked full time and understood the difficulty of the time needed to do this job. She said she supported a CPI increase reiterating it would not go into effect for those currently serving.

Council member Ashurst referred to the salaries of the surrounding communities. She said the last pay increase was nine years ago and proposed a \$10,000 increase resulting in an annual salary of \$30,000 which would still be woefully under the amount



of their counterparts in Nevada. She said that an increase and a CPI would still be reasonable. She said a cap could be included and a provision that another raise not be implemented for another 10 years if that was the desire. She said it wasn't as much about the money it was about the principle. She said this would help those in the future who had health, food and gasoline expenses. She said making \$30,000 per year was still four times less than what their counterparts were making. She said she understood some of the Council members served a larger community, but they also had a large staff.

Council member Jorgensen said the other elected officials also received health benefits for themselves and their families which was a huge benefit. She said she understood the optics of pay increases, but someone had to be willing to have the discussion and determining a salary increase. She said 10 years without an increase was a long time.

In response to Mayor Hardy, City Clerk McKay stated in 2001, an initiative petition was approved to amend the charter which allowed compensation for the Council with no other benefits offered other than those mandated by state or federal law. She noted mileage reimbursement for business use was based on the rates established by the IRS.

Mayor Hardy expressed concern about increasing salaries because of the reality of political optics and how the Council may be perceived. He said it was important to consider what the community wanted. He said the City did not have unlimited resources and they had to consider they would theoretically give themselves raises if they were reelected. He said it could affect others in public service and other full time employees when considering CPI. He said he appreciated the open discussion.

Council member Booth asked Mayor Hardy if he was opposed to adding CPI and if he considered it a raise.

Mayor Hardy said he did not like voting for a raise for himself. He said he had been in that position before and it was not a comfortable position. He said if he ran again and got reelected, he would have in theory voted a raise for himself. He said he did consider CPI a raise.

Council member Ashurst asked for more information regarding the public's response to the last pay increase.

City Clerk McKay said she would need to conduct further research before providing a response.

Council member Walton said he was elected to make difficult decisions. He said if he was not reelected because of it, then that would be the will of the people. He said people were afraid of the issue and believed it would be a minority of people who would not be in favor of a small increase in pay. He said he didn't believe this was a



greedy decision. He said the ordinance should be changed to remove the section stating the council should discuss a salary increase every two years. He said he could support an increase and/or CPI because it didn't affect him during this term.

Mayor Hardy said if the council was trying to make this position livable, then a cost of living increase would not make much of a difference. He said \$34 per month would not do it. He asked how much was needed to attract someone to run for office.

Council Member Walton expressed his disagreement with the Mayor and stated that he believed the salary should be fair and equitable. He said everyone currently serving was not doing it for the money. He said although a CPI may not make much of a difference in the near future, but it could make a difference in 10 years and prevent this same discussion.

Council member Booth said she could support a CPI adjustment because it could make a difference in the future.

Council member Ashurst said based on principle, she would support a \$10,000 salary increase and CPI. She said it would have to align with the budget. She said she was willing to not be reelected because it was important to the future.

Mayor Hardy said the motion could be multi-faceted to include one or all three proposals.

Mayor Hardy clarified the Council needed to understand whether a raise was being proposed, and if so, how it would impact the City's bottom line. He suggested presenting different levels of potential raises for comparison. He said another option would be considering a CPI or COLA based increase and what that would look like over a 10-year period. He asked how any proposed raise would be perceived in the context of the overall budget. He said he would like for Staff to come back and iterate what that would be.

City Clerk McKay recommended, if the Council wanted background and budgetary information, they could direct Staff to compile and present that information. She said following that discussion, the Council could then decide which version of the bill they would like to move forward with. She explained the bill introduction could be based on a raise, a CPI adjustment, or a combination of both. She said to make that determination, she emphasized the need for Staff to conduct additional research and bring the findings back to the Council.

**Motion:** Direct Staff to prepare a Bill Introduction for the annual salary increase of a City Council member by \$5,000.00 and the annual salary of the Mayor 30% shall be greater than the salary of a City Council member and a Cost of Living Allowance (COLA) based on CPI from zero to 3% beginning with the terms of office that commence following the General Election.

**Moved by:** Council Member Steve Walton      **Seconded by:** Council Member Denise Ashurst

**Vote:**

**Aye:** Council Member Denise Ashurst, Council Member Sherri Jorgensen, Council Member Steve Walton (3)

**Nay:** Mayor Joe Hardy, Council Member Cokie Booth (2)

**Abstain:** (0)

**Absent:** (0)

Motion Passed

5. For possible action: Discussion, update, and possible direction regarding bills introduced during the Nevada 2025 legislative session

A staff report was submitted by City Attorney Brittany Walker and included in the April 8, 2025 City Council agenda packet.

City Attorney Walker provided an overview of the staff report noting there were 1002 bills currently published and the City was tracking 157 of those bills. She said there were approximately 60 new bills included on the spreadsheet since the previous information provided to Council. She said it was a labor intensive project noting staff was very involved in the process.

Council member Jorgensen asked if there were any bills that would benefit Boulder City.

City Attorney Walker said there were no bills benefiting the City, but some were amended to reduce the impacts to Boulder City.

Council member Jorgensen said she appreciated the overview and tracking.

Council member Ashurst questioned the language of AB372 and asked why the change was proposed.

City Attorney Walker said the hearing had not been scheduled for the bill so she was unaware of the proposer's intent. She said she could speculate it was to clarify that only US citizens could vote.

**Motion:** Approve

**Moved by:** Council Member Steve Walton      **Seconded by:** Council Member Sherri Jorgensen

**Vote:**

**Aye:** Mayor Joe Hardy, Council Member Denise Ashurst, Council Member Cokie Booth, Council Member Sherri Jorgensen, Council Member Steve Walton (5)

**Nay:** (0)

**Abstain:** (0)

**Absent:** (0)

Motion Passed

6. For possible action: City Council appointment to the Allotment Committee

A staff report was submitted by City Clerk Tami McKay and included in the April 8, 2025 City Council agenda packet.

J. David Hancock was selected by lot and appointed to an unexpired term on the Allotment Committee ending June 30, 2025.

**PUBLIC COMMENT**

Mayor Hardy opened the public comment period.

Patrick Quan said he calculated if the City Council position were full-time, members would be earning just \$9.00 per hour per their current salary. He expressed appreciation for the Council's hard work and long hours, and stated he believed a raise was justified. He acknowledged the many challenges facing Boulder City and thanked the Council for their dedication.

Fred Voltz called in and asked that his comments be included verbatim. (attached)

No further comments were offered and the public comment period was closed.

**CITY COUNCIL'S REPORT**

Council Member Walton said a summary report was available outlining the impact of the Las Vegas Convention and Visitors Authority's efforts on leisure visitation and convention activity. He said there was a direct impact from hotels and restaurants that served as leisure destinations, as well as indirect impacts on supporting services such as vendors and suppliers. He said there were additional jobs created through what was known as induced impacts. He said that was when people earn wages in the community and then spend that money locally. He said 385,330 jobs were created in that sector of our community. He said the wages from the three impacts was \$21.3 billion paid to workers locally and \$87.7B spent at restaurants and shows, etc. He said there was no other economy of similar size that was as dependent on tourism as

Southern Nevada. He said there were less visitors since 2020, but they were spending more. He said the LVCVA looked for ways to attract visitors. He said it was a wonderful committee to serve on. He said the Colorado River Commission was mostly responsible for managing electricity. He said Southern Nevada Water Authority transmitted water. He said the basin was at 91% of the annual average which was not a great summary and the forecast remained the same. He said it was expected to remain in Tier 2 status, noting it did not impact Boulder City specifically. He said the dropping Lake Mead water impacted the amount of electricity produced at Hoover Dam which was a big deal to Boulder City. He said it was becoming less effective as a power source and expressed his gratitude to Utilities Director Stubitz work seeking other power sources. He said he appreciated the emails and phone calls from citizens and wished everyone a joyous and peaceful Easter season.

Council member Jorgensen said she attended the BCMHA board meeting noting the hotel's occupancy rate remains at 91%. She said she served on the Clark County Debt Commission noting Boulder City was never on the agenda and said it was an interesting process. She said she attended a Drug Court graduation ceremony and said the community provided a lot of support to the program and its success. She thanked everyone for their silent donations. She said she appreciated the work of Jennifer Hedland. She said she enjoyed seeing visitors enjoy our parks.

Council member Ashurst said she loved Boulder City especially during this time of year. She said she attended the Drug Court ceremony and appreciated their successes. She said it was a highlight to attend. She thanked Jennifer Hedland for her support of the community. She said the Wine Walk was taking place this weekend. She said Shakespeare in the Park was happening at the end of this month and noted Hollyhock Day was coming up. She said she loved her savior Jesus Christ, her lord who said "love your neighbor as yourself." She said she was thankful for the staff and thanked Acting City Manager Mays for his service. She said she would miss him and thanked him for his service to Boulder City. She said Happy Easter and wished everyone a blessed weekend.

Council member Booth said she had met some of the graduates of Drug Court and was blessed to know them and had become friends with some of them. She said Spring Jamboree was the first Saturday in May and said Bark in the Park would be at the event. She said Officer Lloyd would be starting the event off at 11:00 a.m. at the Bicentennial gazebo. She said there would be a special surprise at the end of the event.

Mayor Hardy said Boulder City was unique and thanked Jennifer Hedland for helping the community. He thanked Acting City Manager Mays for his long commitment to the role. He said he appreciated the City Council and their discussions which were invaluable. He said he was invited to a builder's meeting, where he was asked about development. He said he mentioned an upcoming project involving 15 homes and everyone laughed. He was asked what the biggest problem was in Boulder City and he replied dogs. He said everyone in Boulder City was involved and said it was a

great place to live. He thanked staff for their service.

Mayor Hardy adjourned the meeting at 7:04 p.m.

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Joe Hardy, Mayor

ATTEST:

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Tami McKay, City Clerk