AGENDA

Irving Convention and Visitors Bureau Board of Directors
Destination Development Committee
Tuesday, May 15, 2018 at 11:30 a.m.
Irving Convention Center, First Floor Boardroom
500 W. Las Colinas Blvd.
Irving, Texas 75039

NOTE: A possible quorum of the Irving Convention and Visitors Bureau Board of Directors may be present at this committee meeting.

- 1. Presentation on Hotel Development Trends Jeffrey Binford, CBRE
- 2. Discussion on Irving Hotel Development Ordinance
- 3. Discussion on Short-Term Rentals
- 4. Update on Williams Square and Mustang Museum
- 5. Discussion on Arlington eSports Development
- 6. Approval of February 6, 2018 Minutes
- 7. Committee Chair's Report

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CBRE: U.S. supply growth to peak in 2018

by Alicia Hoisington | Feb 27, 2018 4:35pm



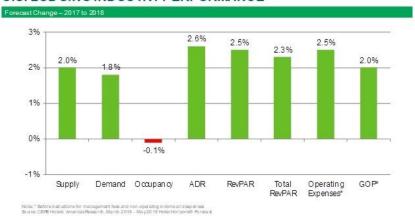




New U.S. hotel room supply is expected to peak this year, but that doesn't mean hoteliers should be crying "downturn" anytime soon.

Based on the most recent edition of CBRE's Hotel Horizons, experts are forecasting the net addition of about 101,000 new hotel rooms to the U.S. inventory during 2018, an increase of 2 percent over 2017 average annual daily supply. This is the largest number of new rooms to enter the market since the 130,000 rooms that came online in 2009, according to the data.

U.S. LODGING INDUSTRY PERFORMANCE



"While history would suggest that an industry downturn may be in the near-term future, this is not likely the case this time around. The economy continues to exhibit favorable growth patterns, which is expected to result in ongoing increases in demand. Near record occupancy levels should persist for the near-to-midterm," he said.

Related Story: Why it's crucial to plan for the downturn while times are good

In 2018, 42 of the 60 markets covered in the Hotel Horizons dataset forecasts are projected to see an increase in supply greater than the 2-percent national average, and Woodworth said these are the markets most vulnerable to negative impacts on performance.

In these 42 markets, occupancy levels are projected to decline 0.6 percent on average. Meanwhile, average daily rate is expected to increase 2.4 percent, according to the data. Both measures are below the average changes estimated for the remaining 18 markets. During 2018, hotels in the markets that are forecast to see a supply change of less than 2 percent should experience increases in both occupancy (+0.2 percent) and ADR (+3.4 percent).

"Demand growth in 2018 is expected to slightly lag the increase in supply; thus, a slight decline in the industry occupancy level is expected," Woodworth said. "The industrywide ADR increase will be driven by those markets—mostly secondary and tertiary in nature—in which demand growth will outstrip the increase in supply, thus proving for favorable pricing power.

"Inflation is also expected to be greater in 2018 than it was in 2017, and this will contribute to the gains in prices as well," he said.

Oversupply Concerns?

Beyond 2018, CBRE expects the pace of new hotel construction to hover around 2 percent. However, the number of net new rooms per year is forecast to taper, which Woodworth said is the natural progression after years of slight occupancy decreases and slowing ADR growth.

He said hoteliers shouldn't start talking about oversupply concerns just yet.

"Thirty-six of the 60 U.S. markets in our Hotel Horizons forecast universe are expected to experience a year-over-year decline in occupancy in 2018. In almost all cases, these declines will be very modest at less than 1 percent," he said, adding that the decreases will be greater in Nashville, Houston and Savannah, Ga., because of the large number of rooms entering those markets.

"In no cases, however, do we believe that the market will be 'overbuilt.' The slowing development pipeline noted suggests that this will also not be the case beyond 2018," he said.

Related Story: Oversupply concerns loom over Chicago

CBRE is forecasting a national average occupancy rate of 65.8 percent, down slightly from the 65.9 percent achieved in 2017. National occupancy levels are forecast to remain flat in 2019 and decline in 2020.

"The declines in occupancy forecast by CBRE for 2018 are not solely attributable to the increases in supply," John B. Corgel, professor of real estate at the Cornell University School of Hotel Administration and senior advisor to CBRE Hotels' Americas Research, said in a news release. "We also are forecasting demand growth slowdown from 2.7 percent in 2017 to 1.8 percent in 2018." By contrast, the annual demand growth rates were 1.5 percent in 2016 and 2.5 percent in 2015.

A strong final three months of 2017 in terms of performance boosted the annual national occupancy rate 0.9 percent to 65.9 percent, which was another record occupancy level, according to STR. With national ADR increasing 2.1 percent, revenue per available room grew 3 percent in 2017. ADR is forecast to increase 2.6 percent in 2018, then drop to 2-percent growth in 2019 and 1.7 percent in 2020.

Home » Industry » Research »



2018 TRENDS®IN THE HOTEL INDUSTRY



Note: * Before deduction for Management Fees and Non-Operating Income and Expenses Source: CBRE 2018 Trends® in the Hotel Industry, March 2018 Hotel Horizons® Forecast

CBRE: U.S. Hotels Operating at Highest Level of Efficiency Since 1960

BY HOTEL BUSINESS ON APRIL 18, 2018

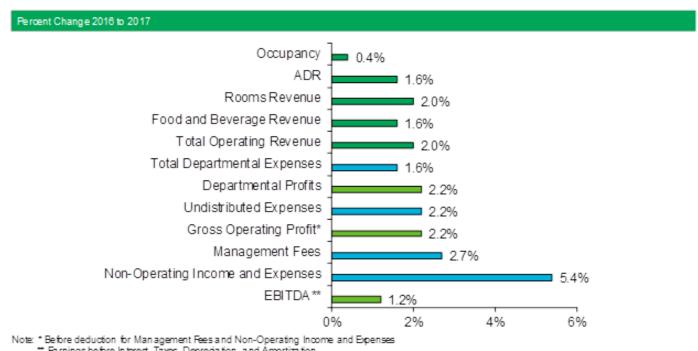
RESEARCH

slowdown in the rate of revenue growth. According to the recently released 2018 edition of "Trends in the Hotel Industry" by CBRE Hotels' Americas Research, total operating revenue increased by 2% in 2017 for the average hotel in its survey sample. Fortunately, by limiting the growth in operating expenses to 1.9%, managers at the Trends properties realized a 2.2% increase in gross operating profits (GOP) for the year.

"It is becoming increasingly difficult for U.S. hotels to achieve both revenue and profit gains. Within the 2018 Trends sample, only 59.1% of the properties enjoyed an increase in total operating revenue in 2017, while just 52.3% attained growth in profits. These are the lowest levels observed since the depths of the recession in 2009," said R. Mark Woodworth, senior managing director of CBRE Hotels' Americas Research. "Increasing competition from new supply, muted growth in average daily rates (ADR) and upward pressure on labor costs make the current operating environment one of the most challenging our firm has seen since we started tracking industry performance in the 1930s."

Trends in the Hotel Industry is the firm's annual survey of operating statements from thousands of hotels across the nation. The 2017 operating data collected for the 2018 survey was compiled in accordance with the 11th edition of the Uniform System of Accounts for the Lodging Industry.

2018 TRENDS®IN THE HOTEL INDUSTRY



Earnings before Interest, Taxes, Depreciation, and Amortization Source: CBRE 2018 Trends® in the Hotel Industry

Efficient and Productive

Over the years, U.S. hoteliers have been able to effectively respond to difficult operating conditions. By matching the 2% gain in revenue with a stingy 1.9% rise in expenses, the GOP margin for the Trends sample increased to 38.3% in 2017. This is the highest profit margin recorded by CBRE since 1960 and an indication of superlative operating efficiencies and productivity.

"We continue to be impressed by the way U.S. hoteliers are dealing with labor costs, the largest expense for hotels," said John B. (Jack) Corgel, Ph.D., professor of real estate at the Cornell University School of Hotel Administration and senior advisor to CBRE Hotels' Americas Research. "It is a very tight labor market, especially in the leisure and hospitality industry. According to the Bureau of Labor Statistics (BLS), the current level of open jobs in the sector equates to 5.3% of the total personnel currently employed. This is the highest level since 2000 and indicative of the difficulty hospitality managers are having finding qualified employees."

The tight labor market has put upward pressure on industry wage rates. Per the BLS, the average hourly compensation rate for hospitality employees rose 3.8% in 2017. For the hotels in the Trends sample, total labor costs—salaries, wages, and benefits—increased by 1.8%. This implies a reduction in the number of hours worked.

"In addition to controlling the schedule, hotel managers gained greater productivity from their staff. With fewer hours, the employees at these same hotels serviced 0.4% more occupied rooms, as well as greater volumes of food and beverage revenue," Corgel noted.

Overhead Concerns

While labor costs continue to be controlled, an increase in non-labor related expenses was observed in 2017. During the year, labor costs increased by 1.8%, and all other costs rose by 2%. Some of the greatest increases were observed in the undistributed departments where in aggregate, expenses grew by 2.2%. Compared to the operated departments, undistributed costs are relatively fixed in nature and therefore less controllable by management.

"The most obvious cost increase in 2017 was utilities which grew by 1.4%. The 1.4% growth rate is not that alarming, but this is the first time since 2013 U.S. hoteliers have not benefited from a decline in utility costs," Woodworth observed.

There were some non-labor related costs that rose more than revenue in 2017. These include technology related expenditures, franchise fees, credit card commissions, and the cost of complimentary food, beverage and services. Below GOP, management fees and property taxes also increased at a greater pace than the 2% percent growth in revenues.

"Property owners did find some solace in the 4.2% insurance costs decline in 2017. However, given the

number of natural disasters that occurred during the year and the sluggish start to the stock market in 2018, we may see a boost in premiums this year," said Corgel.

Can Profits Continue To Grow?

According to the March 2018 edition of CBRE's Hotel Horizons forecast report, annual RevPAR gains for U.S. hotels are projected to range from 0.8% to 2.5% from 2018 through 2020. Given this rate of revenue expansion, can hotels continue to achieve profit growth? For hotels to achieve profit growth that keeps pace with inflation, expense growth must be limited to 2.6% or less over the next few years, according to the report. Keeping in mind that the annual average expense growth rate since 1960 is 4%, this will be an enormous challenge.

"We are in a very interesting period for hotel owners. On the one hand, lodging revenues seem comparatively durable, and hotels are achieving record level profit margins. On the other hand, a profit growth slowdown amplifies the looming reality that renovation requirements and other capital-intensive needs become more apparent as the current up-cycle persists," Woodworth concluded.

Bureau of Labor Statistics

CBRE

CBRE Americas Research

Cornell University School of Hotel Administration

R. Mark Woodworth

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FEBRUARY 22, 2018



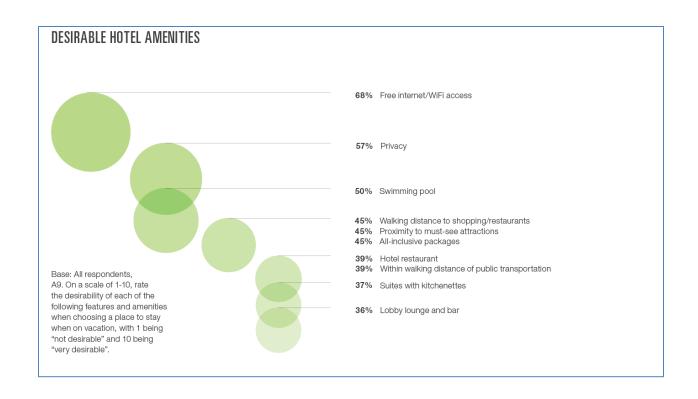
The Numbers—What Are We Dealing With & Where Are We Headed?

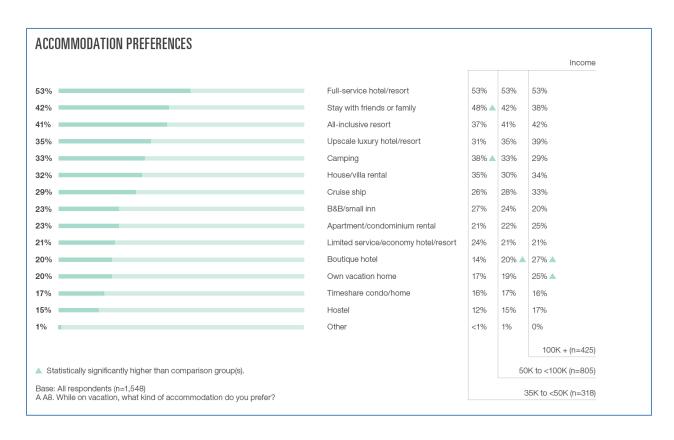
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CBRE: Occupancy to Increase Through 2019

NOVEMBER 29, 2017

FEBRUARY 1, 2018





SOURCE: Future of US Millennial Traveler, 2018, Resonance Consultancy

HOW MILLENNIALS LIVE

RENTING

LIVING WITH THE PARENTS

SAY WAGES ARE NOT KEEPING UP WITH PROPERTY **PRICES**





BACK HOME

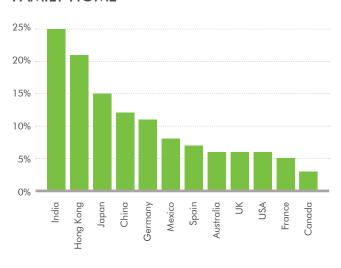
Affordability of housing has led to a boomerang generation with 49% of millennials living at home.

43% believe they will have moved out within two years but a further 43% expect to be living with their parents more than three years from now.

GLOBAL AVERAGE WITH NO PLANS TO LEAVE THE FAMILY HOME



WITH NO PLANS TO MOVE OUT OF THE **FAMILY HOME**





FOR RENT

DUE TO THE MATURE RENTAL MARKET IN GERMANY IT'S NOT MANDATORY AND DESIRABLE FOR THE MILLENNIALS TO PURCHASE A PROPERTY...RENTING A FLAT HAS NO NEGATIVE IMAGE/STIGMA IN GERMANY DUE TO THE STOCK OF MULTIFAMILY HOUSES WITH AN ABOVE-AVERAGE FIT-OUT QUALITY.

CBRE EMPLOYEE IN GERMANY

TOP REASONS MILLENNIALS ARE RENTING



COST/FINANCIAL **CIRCUMSTANCES**



DON'T WANT THE COMMITMENT OF OWNING



WIDER CHOICE OF **AFFORDABLE PROPERTIES**



SHORT-TERM CONVENIENCE



WAS THE ONLY WAY TO LIVE IN THE AREA I WANTED



MORE PRACTICAL TO SHARE/ LIVE WITH FRIENDS

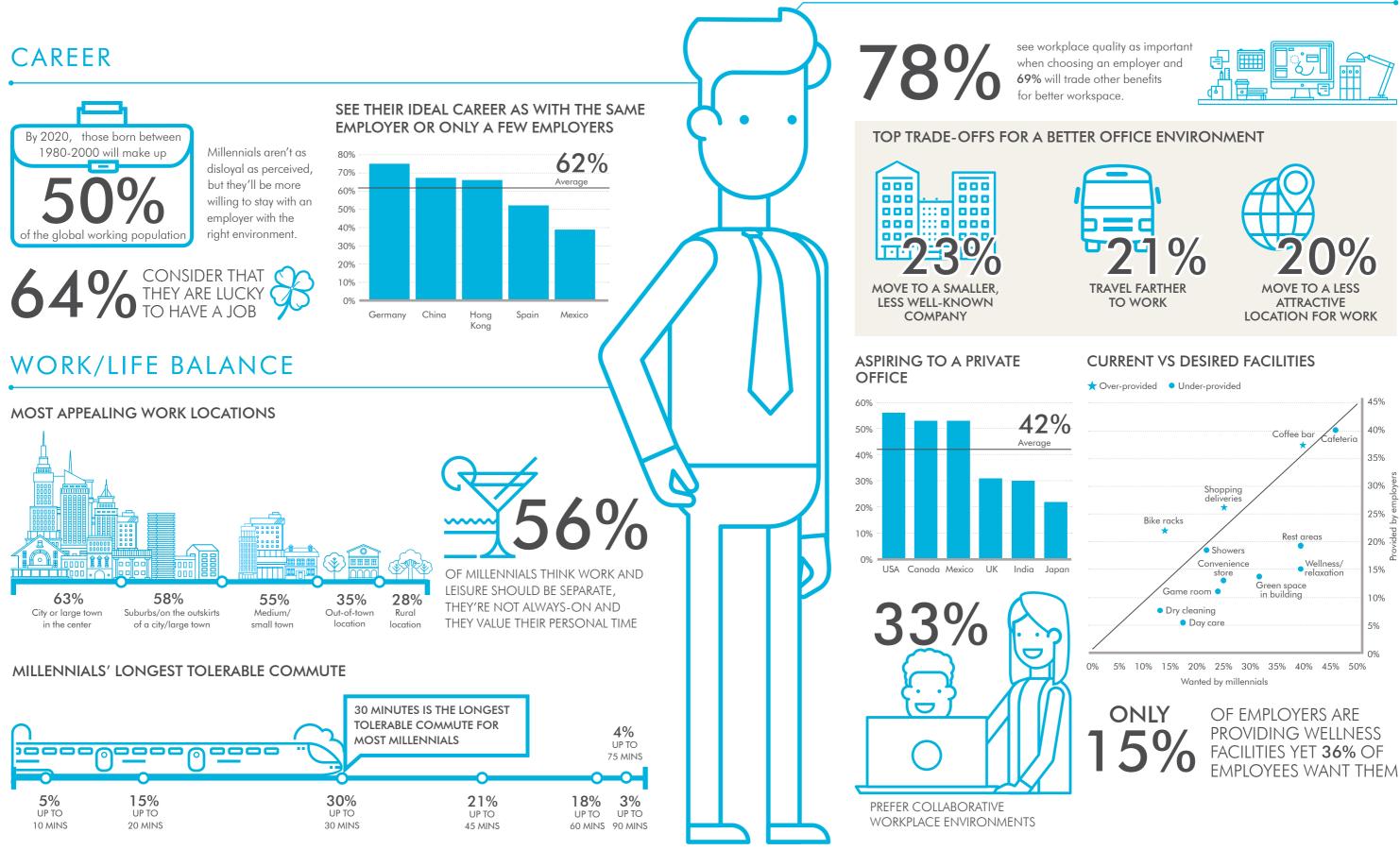
HOW DID YOU FUND YOUR **DEPOSIT?**





HOW MILLENNIALS WORK

WORKPLACE



30%

25%

20%

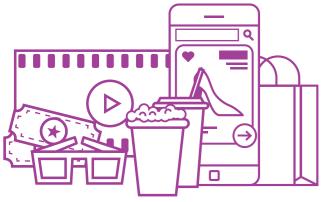
15%

HOW MILLENNIALS PLAY

IN STORE

MONEY

INCOME SPENT ON LEISURE



SHOPPING AND OTHER

MILLENNIALS SPEND ALMOST

OF ALL DISPOSABLE INCOME ON LEISURE – GOING OUT, NON-FOOD

NON-ESSENTIAL ITEMS

TIME

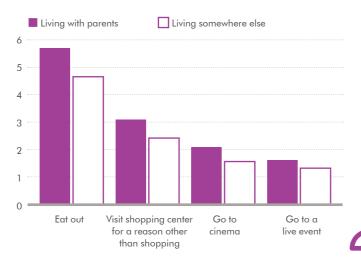


Is the total global average number of days a month spent on 'going out' (going to a live event, eating out, going to the cinema and visiting a shopping center other than to shop).

MILLENNIALS ARE **POSSIBLY BEING** FORCED TO LIVE AT HOME, WHICH MEANS **BEING ABLE TO** AFFORD LUXURIES AND **HAVING FEWER RESPONSIBILITIES BUT RELINQUISHING FULL** INDEPENDENCE.

KAREECE, UK

TIME SPENT ON LEISURE (DAYS/MONTH)





GLOBAL AVERAGE FOR USING CLICK-

Few millennials want to order online and pick up purchases at the store.

ONLINE

CURRENT AND PREDICTED NON-FOOD ONLINE SHOPPING



GLOBAL AVERAGE FOR HOME DELIVERY



65% USE HOME DELIVERY "ALWAYS" OR "VERY O "ALWAYS" OR "VERY OFTEN"

TOP REASONS WHY MILLENNIALS DON'T DO MORE SHOPPING ONLINE



ON ITEMS

10

ENJOY SHOPPING AS A

LEISURE ACTIVITY

MEET OUR "MYTHICAL MILLENNIAL"

LIVE

Delays moving out of the family home for as long as possible.

Returns to live with parents after college.

Rents in order to facilitate a highly mobile lifestyle, with no desire for the responsibility of owning a home.

Is not saving for the long term.

When buying a property, is dependent on the "bank of Mom and Dad."

WORK

Feels entitled to rapid career progression and frequent increases in salary.

Is a job-hopper who works to live, with no loyalty to an employer.

Expects to be always digitally connected, blurring work/life distinctions.

Is a collaborative worker both in terms of workplace and working style.

Is a city slicker who doesn't want to commute, preferring to live and work in the center of the city.

PLAY

Is a digital native whose smartphone is the nerve center for all interaction with products—a conduit for selection, purchase and fulfillment.

Expects the e-commerce revolution to continue, with all retail activity eventually taking place online.

Desires instant gratification, driving a preference for click-and-collect.

Is "entitled," expecting knowledgeable and helpful service in store.

Is debt-laden and lacks the means to buy anything other than discounted products and fast fashion.

City of Irving, Texas

APPENDIX A. DEVELOPMENT STANDARDS

Sec. 52A-1. Hotel development standards.

- (a) Applicability. The standards and criteria contained within this section are deemed to be minimum standards, and shall apply to all new hotel and/or motel construction, and renovation or reconstruction of existing hotels and/or motels the value of which renovation or reconstruction exceeds fifty (50) percent of the current improvement value as shown on the most current city tax roll. For purposes of determining applicability, any structure or improvement:
- (1) Which existed prior to August 5, 1999, shall be exempt from the following standards, and need only comply with the development standards in effect prior to August 5, 1999; or
- (2) For which an application for building permit had been submitted to the City of Irving, prior to August 5, 1999, shall be exempt from the following standards, and need only comply with the development standards in effect prior to August 5, 1999; or
- (3) For which a Site Plan One (S-P-1) zoning had been approved for construction of a new hotel or motel prior to August 5, 1999, shall be exempt from the following standards, and need only comply with the development standards in effect prior to August 5, 1999.
- (b) Minimum standards.
- (1) Building materials.
- a. All new construction must have an exterior facade of a minimum of eighty (80) percent glass, brick, masonry, stone, stucco, EIFS, or other cementitious type material on each facade. The remaining twenty (20) percent may be of any other building code acceptable material of a contrasting color, texture or design.
- b. All roof material shall be either architectural textured twenty-five-year minimum warranty composition shingles, standing seam metal, or tile. No wood shingle roofs are permitted.
- (2) Site design.
- a. Landscaping shall be provided in accordance with all City of Irving landscape ordinances, as applicable.
- b. All outside equipment such as air conditioners, pool equipment, satellite dishes over thirty (36) inches high, etc., shall be screened from view from any adjacent street by a solid fence or dense shrubbery/landscaping.
- c. Any parking designated for trucks, recreational vehicles and other large vehicles shall be placed in a location which is not adjacent to either any street or to any residentially zoned property.
- d. A solid masonry screening fence with a minimum height of seven (7) feet, and a heavily landscaped area with a minimum depth of ten (10) feet, inside the fence shall be provided adjacent to any property line abutting residentially zoned or used land.
- e. Parking shall be provided in accordance with the following standards:
- 1. One (1) space per guest room up to two hundred fifty (250) rooms; 0.75 space per room for each above two hundred fifty (250), plus one (1) space per each five (5)

restaurant or lounge area seats, plus one (1) space for each one hundred twenty-five (125) square feet of meeting/conference room area.

- 2. One and one-tenths (1.1) spaces per guest room which contains kitchenette facilities, plus the above ratio of spaces for restaurant and meeting room areas.
- 3. One and five-tenths (1.5) spaces per guest room which contains kitchen facilities, plus the above ratio of spaces for restaurant and meeting room areas.
- 4. For purposes of this section, "kitchenette facilities" shall mean a food preparation facility within a hotel or motel in which:
- (i) A cook-top may be provided limited to no more than two (2) burners;
- (ii) A conventional oven is not allowed, but a microwave oven is allowed;
- (iii) A full-size refrigerator is not allowed, but a small, under-counter type refrigerator is allowed; and
- (iv) The facilities are not separated from the sleeping facilities, but are in the same room.

The presence of a sink, microwave oven and/or refrigerator without any cook-top units or conventional ovens shall not constitute a kitchenette.

- 5. For purposes of this section, "kitchen facilities" shall mean any combination of food preparation facilities which do not constitute a kitchenette, provided that the presence of a sink, microwave oven, and/or a refrigerator without any cook-top units or conventional oven shall not constitute a kitchen.
- f. All signs, fences, lighting, and luminaries shall comply with all other City of Irving ordinances.
- (3) Building design.
- a. Building articulation shall be included on all facades.
- b. A porte-cochere or other covered area shall be provided immediately adjacent to the building entrance nearest the registration desk with an area for temporary parking of at least two (2) vehicles underneath the covered area for guests checking in or out.
- c. All units shall be accessed from an interior hallway, except for first floor units which may have direct access from an interior courtyard or swimming pool area instead of, or in addition to, hallway access.
- d. Exterior balconies shall not be allowed within two hundred (200) feet of any residentially zoned property unless they are located in an interior courtyard or are physically separated or screened from the residentially zoned property by another building or portion of a building.
- (4) Interior design.
- a. Each guest room shall have a minimum area of three hundred (300) square feet including sleeping area, bathroom, and closet space.
- b. Each guest room shall be fully furnished with a minimum of a bed, clothes dresser, chair, table, bath or shower, sink, toilet, telephone and television.
- c. A lounge or waiting area with a minimum area of five hundred (500) square feet or five (5) square feet per guest room, whichever is greater, shall be provided. Atriums or other open areas may be counted as waiting area if seating is provided.
- d. A lobby area (not counting the work area for hotel or motel employees) which is designed as part of the check-in/out area for guests with a minimum size of five (5) square feet per guest room shall be provided. The lobby and lounge/waiting areas may be designed as a single space but in such case the area shall be a minimum of five hundred

- (500) square feet plus five (5) square feet per guest room, but shall not be required to exceed one thousand five hundred (1,500) square feet. The lobby check-in/out area (registration desk) shall be open and unobstructed. The size of the registration counter shall be a minimum of ten (10) feet in length.
- e. Hotels or motels with fifty (50) or more guest rooms shall provide a minimum of one (1) of the following amenities:
- 1. Meeting or conference rooms with a minimum area of four hundred (400) square feet. Individual guest rooms cannot be counted as meeting rooms; or
- 2. Swimming pool with a minimum surface area of one thousand (1,000) square feet; or
- 3. Other recreational facilities with a minimum combined area of one thousand (1,000) square feet such as, but not limited to, exercise rooms equipped with at least three (3) types of exercise equipment, tennis or racquetball courts, spas or game areas.
- (5) Guest services.
- a. Daily housekeeping service shall be available to every guest room at no extra charge.
- b. Staffing shall be available twenty-four (24) hours per day to provide check-in/out services, custodial or maintenance response, or other guest services.
- (6) Zoning approvals.
- a. Hotels and motels are allowed only by site plan zoning approval, either site plan one (S-P-1) detailed site plan or site plan two (S-P-2) generalized site plan, as applicable. (Ord. No. 7516, § 7, 8-5-99)

Cross references: Hotel development standards, § 52-35b.

From: Lewis

To: "Lewis F McLain Jr"

Subject: AG Paxton Urges Texas Appeals Court to Declare Austin"s Short-Term Rental Ordinance Unconstitutional

Date: Friday, March 30, 2018 10:59:08 AM

AG Paxton Urges Texas Appeals Court to Declare Austin's Short-Term Rental Ordinance Unconstitutional

Friday, March 30, 2018 – Austin

Attorney General Ken Paxton asked the Court of Appeals for the Third Judicial District in Austin to reverse a trial court's judgment and rule that the city of Austin's stringent ordinance against short-term rentals exceeds the lawful scope of the city's authority and infringes upon property owners' fundamental constitutional rights.

Short-term rentals have been around at least since Texas independence and have played important roles in local communities over the years. They have provided temporary accommodations for veterans returning from combat, minorities that were wrongfully denied public accommodations in the Jim Crow era, evacuees from natural disasters such as Hurricane Harvey in 2017, and those looking for new homes. But now, through the current ordinance, the city of Austin seeks to end this rich history and tradition of freedom.

In October 2016, Attorney General Paxton intervened in a lawsuit against the city of Austin that was filed by the Texas Public Policy Foundation on behalf of several short-term rental owners and guests. Austin's ordinance phases out short-term rental permits by 2022 for homeowners who want to rent out their secondary homes. But by taking away its citizens' property right to lease their homes as they see fit, the city has violated their constitutional rights.

"City governments do not have the authority to trample Texas constitutional rights and protections for property owners and their guests," Attorney General Paxton said. "The city of Austin's short-term rental ordinance is not only bad policy, but also unlawful and must be struck down."

View a copy of the brief here: https://bit.ly/2IZQfO9

From: Lewis

To: "Lewis F McLain Jr"

Subject: Arlington City Council Close to Regulating Short Term Rental Properties

Date: Tuesday, May 01, 2018 7:42:18 AM

Arlington City Council Close to Regulating Short Term Rental Properties

By Alice Barr

Published at 10:08 PM CDT on Apr 30, 2018 | Updated at 10:21 PM CDT on Apr 30, 2018

In Arlington, a push to regulate short-term rental homes, like the kind you find on websites like Airbnb, could put some property owners out of business and those owners believe the proposal would infringe on their rights as homeowners. (Published Monday, April 30, 2018)

In Arlington, a push to regulate short-term rental homes, like the kind you find on websites like Airbnb, could put some property owners out of business and those owners believe the proposal would infringe on their rights as homeowners.

Arlington City Councilman Charlie Parker wants to restrict the system to only allow property owners to rent out the home they live in on a short-term basis. That's anything less than 30 days.

The proposal would keep people who own second or third properties from putting them on sites like Airbnb, though longer rentals would still be allowed.

Parker said it's the properties that target the weekend crowd in town for a Cowboys or Rangers game that are most likely to draw noise complaints or big parties and he said his plan would let neighbors hold each other accountable.

"I've gotta return to that home and I've gotta face my neighbors and they may be out on my lawn with pitchforks and torches but the bottom line is, I'm responsible for what happens in my home," Councilman Parker said. "And if my neighbors are not approving of that, then I have an issue with my neighbors and that's serious."

Other possible changes include banning short-term rentals from certain neighborhoods and limiting how many people can stay in one.

Rental owners NBC 5 spoke to said the changes would violate their property rights.

Council members are holding a special meeting on the issue on Tuesday at 12:30 at city hall. They hope to have an ordinance ready to vote on by their May 8th meeting.



City calls for more tax data from Airbnb

By Sean Flynn

Posted Apr 26, 2018 at 8:16 AM Updated Apr 26, 2018 at 8:18 AM

NEWPORT — Airbnb, HomeAway and other online short-term rental platforms collect mandatory sales and hotel taxes from their clients in Newport and sends the sales taxes to the state and the hotel taxes to the city.

The problem the city has, according to officials, is that each hosting company sends the city a monthly lump-sum check but provides no information on which properties are paying the taxes.

City Finance Director Laura Sitrin said when she receives those checks, she has no way of identifying the properties that are offering the short-term rentals. That makes effective enforcement of the tax levy difficult.

Airbnb and other companies have refused to give the city any documentation on who is paying what, citing their clients' privacy.

City Council members said Wednesday night that is unacceptable, since the government had "improperly ceded tax authority to these hosting platforms."

The council unanimously passed a resolution calling on the General Assembly to pass legislation that would "require third party hosting platforms to file tax returns based on real data instead of anonymous numbers that prevent verification of the information."

The collection of taxes on hotel, motel, bed and breakfast, and private rooms is a major revenue source for the city. Sitrin said the city collects about \$2.3 million annually in lodging taxes.

When people stay at a hotel room or short-term rental anywhere in the state, they pay a 7 percent sales tax and an additional 6 percent lodging tax. Of that 6 percent, 1 percent goes straight to the host community, in this case Newport.

The remaining 5 percent lodging tax is divided up, according to the following funding formula:

Discover Newport and the other five tourism councils in Rhode Island receive 42 percent of what is collected in their communities. Of the remainder, 25 percent goes to the community where the lodging tax was collected, 28 percent to the state Division of Taxation and 5 percent to the Providence-Warwick Convention and Visitors Bureau. The state collects the hotel taxes in almost all the communities.

"Newport is the only community in the state that collects its lodging taxes and then distributes them, according to the formula," Sitrin said.

Airbnb collects mandatory sales and hotel taxes from its clients in Newport and sends the sales taxes to the state and the hotel taxes to the city.

"The City of Newport has seen a rapid increase in short-term rentals through third party hosting sites over the past few years and expects that growth to continue," the council resolution states.

Christopher Bicho, who owns housing developments across Aquidneck Island, told the Planning Board this week he has 40 guesthouse licenses in the city and pays about \$200,000 in lodging taxes annually.

On any given day, there are about 1,400 listings on Airbnb for daily, weekend or weekly rentals in Newport, Bicho said.

City officials know that not all of those property owners are paying the required lodging tax.

The City Council hired Host Compliance LLC, based in San Francisco, in June 2017 to identify all short-term rentals in the city and monitor compliance with state laws, local ordinances and regulations, and to determine whether those rentals are paying room taxes.

The firm at first received a one-year contract to use its proprietary software tools to compare online listings with the city's database of who is registered and who is not registered. The council earlier this month extended that contract for another three years.

By city ordinance, owners of homes in residential districts can rent up to two rooms in their home to up to four people for short terms, but the owner must remain on the premises and register the home as a guesthouse. The owners must register annually.

Homeowners can go before the Zoning Board of Review and apply for a specialuse permit to rent their properties short-term in a residential district, when the owners are not living there. But that seldom happens compared to the number of listings for Newport seen on Airbnb and on other sites.

If someone with property in a residential district rents for less than 30 days, he or she is operating a guesthouse, according to city ordinance. That requires the special-use permit.

When people list accommodations for rent on sites like Airbnb, the address is often not included in the online listing. There is an email address where people interested in booking the property can send inquiries and receive details of the offer.

Even for listings with no address, Host Compliance has tools and methods of figuring out where the property is located, Sitrin said.

Short-term rentals are permitted by right in waterfront business, general business and limited-business districts, and Host Compliance is identifying these short-term rentals as well, Sitrin said.

Bigger, Better, Faster, Stronger: Disrupters Are Dislodging Stodgy Hotel Business

April 19, 2018 | Jeremiah Jensen, Bisnow Dallas-Fort Worth

Don't fear Airbnb — Gatehouse Capital CEO Marty Collins believes disrupters are benefiting the hotel industry, jarring stodgy practices and revitalizing an industry that is waking up from a mentality of building "vanilla boxes" in the 1970s, 1980s and 1990s.



Airbnb revealed a new type of customer rather than stealing away existing ones, he said.

"It wasn't that [Airbnb] came in and basically took away from us. I'm not even sure that customer was ours, those guys who wanted to stay for \$30 or \$40 a night and didn't

mind sleeping three to a house," Collins said. "I think [Airbnb] just made the universe bigger, and I think like so many things and what we see in these other disruptions, WeWork and stuff, Airbnb has a way of making hospitality better."

The effect of Airbnb on hospitality is a hot topic, and the feelings for and against it are as variable as they are intense. Experts at *Bisnow*'s Lodging Summit on April 18 at the Lorenzo Hotel Dallas' Cedars Neighborhood said these disrupters are an overall benefit to the industry. The big losers in today's hotel industry are the hoteliers or brands that stagnate and fail to realize that if modern customers pay for their stay, they want a sense of place with their beds and free WiFi.

"While before you needed to be part of a big platform to fill up your hotel, now you can be different ... be more authentic; create a place with a purpose where folks can come and experience local neighborhoods and the local fabric of the community as opposed to just being in a place to sleep," Virgin Hotels Vice President of Development Rani Gharbie said.



Cutting-edge hotel development has a lot more to do with the feel of a place than almost anything else.

Incorporating the community, giving guests the sense that they are insiders and not tourists is key. Experts point to The Lorenzo, The Joule and Hotel Zaza as great examples of hotels in Dallas that hit this trend, combining local

charm and history with modern amenities.

Dream Hotel Group Chief Development Officer David Kuperberg said hotels used to be a community gathering place. Business, social gatherings and celebrations all took place in them besides their standard function. His company is working to ensure it builds hotels with that mentality, looping in the community, ensuring that people have the sense of place they crave, which is increasing profits.

"We like to say we build hotels for the community first because we find that if we get the community there and we get energy, that people want to stay there, the people that we attract want to stay there and they want to spend \$20 to \$30 more a night, which pretty much drops right to the bottom line," Kuperberg said.

See Also: 7 Things You Need To Know About Real Estate's Most Exclusive Retreat For Next Generation Dealmakers

Related Topics: Redevelopment, Historic Redevelopment, airbnb, Hotel ZaZa, The Joule, Virgin Hotels, Gatehouse Capital CEO Marty Collins, Dream Hotel Group, Iorenzo hotel, Airbnb hotel, airbnb app



ARLINGTON

Not familiar with esports? New \$10 million Arlington facility could change that

BY BILL HANNA billhanna@star-telegram.com

March 14, 2018 01:51 PM Updated 11 hours 52 minutes ago

ARLINGTON — The city of Arlington and its voters have contributed more than \$800 million in recent years to build cutting-edge stadiums for the Dallas Cowboys and Texas Rangers.

Now, the city is proposing to give the Arlington Convention Center a \$10 million makeover to create the first esports venue in Texas.

The 100,000-square-foot Esports Stadium would open in the fall and host large and small events throughout the year. It could handle up to 2,000 spectators.

Ken Hersh, a minority owner in the Texas Rangers and a co-owner in Team Envy, an esports team, said the burgeoning esports industry offers much the same experience as professional sports leagues.

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"I see it exactly the same," Hersh said. "It's entertainment. It's engagement. It's excitement. The players have skills. They have an affinity for their team and there's competition."

From a business standpoint, Hersh said esports is exploding.

In 2017, the global esports market was valued at \$493 million. By 2020, it is expected to reach \$1.5 billion.

"It's growing 15 percent a year," Hersh said. "It's global. It's not dissimilar to the Premier League soccer teams. People may be fans of Man U but they've never been to Manchester."



The city of Arlington is proposing a \$10 million renovation of the Arlington Convention Center, to transform it into an esports venue. The 100,000 square-foot Esports Stadium would hold up to 2,000 spectators and be the first of its kind in Texas. Lena Blietz — Iblietz@star-telegram.com

But as an emerging sport, there aren't enough places to hold tournaments.

"What is in high demand are facilities to hold these events, and there's currently lack of facilities, said Ron Price, president and CEO of the Arlington Convention and Visitors Bureau.

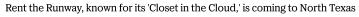
During the first year, the city could host 30 esports events and build up from there, Price said.

Arlington's proposed deal with Esports Venues Llc., starts with a 10-year lease that includes a 10-year renewal option. The cost of renovating the convention center "would be repaid through annual lease payments, event revenue, stadium naming rights revenue and other opportunities associated with catering to the esports industry," the city said in a press release.

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It does not mean the convention center will be off-limits to conventions. Mayor Jeff Williams said the technological upgrades will allow convention groups to use the facility for their own purposes and would be perfect for events like TED Talks.

"Our plan is conventions during the week and games on the weekend," Williams said.

Texas Live!, the new entertainment venue scheduled to open in August, will also add convention space for the city.

The plan to become an esports hub came together quickly, Williams said, as the city and Arlington Convention and Visitors Bureau looked for options to bring more visitors to the area.

The CVB hired New York University to put together a white paper, and it came back with the recommendation to invest in esports.

"Our partnership with NYU was eye-opening," Price said.

In the report's conclusion, the paper recommended Arlington become an esports attraction and suggested that large-scale events could even utilize the future Globe Life Field and AT&T Stadium. Previous events have been held at places like the Barclays Center in Brooklyn.

"First, esports will maximize the use of Arlington's existing venues and capitalize on their proximity; and second, esports will attract a national and global spotlight to the City," the white paper said. "Given there is no set home for esports domestically, the time is now for Arlington to capitalize and establish itself as a hub for esports."

The goal is to attract millennials ages 18-34 to Arlington for esports tournaments and smaller events who may not be as interested in attending a Cowboys or Rangers game. But city leaders hope some of them will stick around to attend a game or sample other attractions like Six Flags Over Texas.

Williams has constantly talked about ways to make Arlington more attractive to University of Texas at Arlington students so they stick around once they graduate.

He believes esports can be one component to make Arlington a little hipper. Both Williams and Price noted that there's an esports tournament stage at this year's South by Southwest festival in Austin.

And UTA has its own esports club that won last year's Heroes of the Dorm national championship.

"It's going to attract a lot of people, honestly," said UTA student Hui Nguyen, an esports player. "Before, all of the tournaments were out of town and you had to travel. Now they'll be here."

As for older Arlington residents who wonder why the city is investing in esports, Nguyen told them to pay attention.

"They'll realize soon," Nguyen said. "They'll realize soon."



More than a quarter-million people follow Tim MacRae, as "Timmac," on a platform called Twitch. Thanks to these fans, the professional esports athlete turned a gamer hobby into a career. Here, he offers insight into how playing video games can translate into a six-figure salary. — Alex Kormann/Charlotte Observer



An artistic rendering of the exterior view of the Arlington Convention Center after a proposed \$10 million makeover to transform its main ballroom into an Esports Stadium that can accommodate up to 2,000 spectators. City of Arlington - Handout





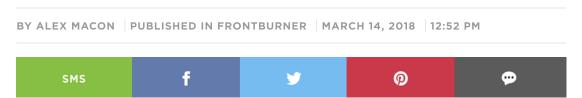




VIDEO GAMES

Arlington Is Turning Its Convention Center Into an Esports Stadium

Soon, professional video gamers will play just down the street from the Dallas Cowboys and Texas Rangers.



Considering it's an enterprise that exists largely in a simulated environment, one might have hoped that a stadium for esports would be a little more digital. You know, like *Tron. Neuromancer*. That *Ready Player One* movie about to be released.

But while you can run and jump and fly endlessly in the competitive video games set to make esports a \$1 billion industry, we remain tethered to the real world and all the fleshy limitations of the human body. The first esports stadiums of the 21st century will be built out of concrete and steel.

In this case, much of the cement's already been poured. The city of Arlington announced today that its convention center will be transformed into what officials there are calling "the largest and most flexible esports stadium in the country." The city, Esports Venues LLC, and the architecture firm Populous, which is behind a number of IRL sports stadiums, are putting about \$10 million into the extensive renovations. The Esports Stadium Arlington, corporate-sponsored name change potentially pending, is expected to open this fall.

When finished, the renovation and expansion will result in a stadium that measures about 100,000 square feet, with a capacity for 1,000 spectators. This includes a competition space, a retail area, and a broadcast studio. Esports Venues has a 10-year lease for the venue, with a 10-year renewal option. NGAGE Esports, part of the Infinite Esports & Entertainment company backed by Texas Rangers co-owner Neil Leibman, will manage the place.

Were walking a thing that Arlington actively encouraged, the new esports stadium would be in walking distance of Globe Life Park and AT&T Stadium. It's the latest sign that Arlington is determined to become the nexus of North Texas sports, and that investors who couldn't tell you a Mario from a Zelda sense there's a lot of money to be made in video games. Jerry Jones bought an esports franchise last year. Dallas oilman Kenneth Hersh spent a reported \$35 million on one of his own.

The growth of esports in North Texas has not been without what could politely be called growing pains. A star player for

the Jack in the Box-sponsored team the Dallas Fuel, which competes in a league for the popular game Overwatch, was booted off the team earlier this week for his habit of using homophobic language while live-streaming, along with other behavior that, at best, was extremely obnoxious.

As for the stadium, if you're wondering what it will look like, we've got renderings. Again, don't think *Tron*. Think convention center with lots of chairs and big TV screens. Also statues of monsters.



VIDEO GAMES

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Date: Thursday, March 15, 2018 7:04:06 AM

Largest Esports Stadium In Country Coming To Arlington

By Jason Allen March 14, 2018 at 4:42 pm

ARLINGTON, Texas (CBSDFW.COM) – The city of Arlington is planning to build another major sports stadium.

The teams won't be on a field though, but a stage. And the action, will be on a screen.

Wednesday, the city announced plans to invest \$10 million into building the largest stadium in the country, for esports. The deal with ESports Venues, LLC would turn 100,000 square feet of space at the Arlington Convention Center, into the country's largest stadium for competitive gaming. If approved by the city council, the venue could open by the fall.



Arlington esports stadium rendering (City of Arlington)

The events, which pit professional teams and players against each other in games like Overwatch and Dota 2, draw millions of viewers around the world in live broadcasts online. They also play in front of local crowds. The Arlington venue could hold as many as 1,000 spectators.

"In the online world there's hundreds of millions of people who follow these games and these teams and now the players," said Ken Hersh.

The part owner of the Texas Rangers, also invested millions of dollars last year through Hersh Interactive Group, in Team EnVyUs, an esports franchise. It plays as the Dallas Fuel while competing with the game Overwatch, a first-person shooter.



Arlington esports stadium rendering (City of Arlington)

"The more I peeled away what I learned, the more it is identical," Hersh said, when asked if he saw traditional sports as different than esports.

The decision to move Arlington in the direction of esports came together quickly over the last several months according to Mayor Jeff Williams.

In addition to Hersh's investment, the Arlington Convention and Visitors Bureau commissioned graduate students at New York University to identify a sporting event that would bring the city national recognition. The team found esports offered a better opportunity for growth than traditional events.

The city has already has some success in esports, with a club team from the University of Texas Arlington winning a national championship in an event last year.



Arlington esports stadium rendering (City of Arlington)

"Finally getting people to realize that hey, this is a massive opportunity and we can have the opportunity, we just need to take it, need to go for it," said Tazim Sobhan, a member of the club who was at the convention center for the announcement Wednesday.

In a release, the city said the proposed agreement for the stadium includes a 10-year lease for the space, with an option for a 10-year renewal. Renovation costs would be repaid through lease payments, revenue from events and stadium naming rights.









Clockwise from top: Texas Live!, guest room, lobby

Live! By LoewsArlington, TX

Opening Summer of 2019. The first hotel of its kind in the country—will bring an upscale hospitality experience to the Arlington Entertainment District.

Adjacent to Texas Live! within the Arlington Entertainment District Arlington, TX

844.359.7724 loewshotels.com/ live-by-loewsarlington-texas

Getting Here

Dallas/Fort Worth International Airport: Approximately 10.3 miles, 15 minutes

Dallas Love Field Airport:

Approximately 20.7 miles, 28 minutes

Rooms and Suites

The 14-story hotel will feature 301 luxury guestrooms, including 23 suites, all with floor to ceiling windows.

Meetings and Events

Grand Event Center has more than 35,000 square feet of meeting and event space.

Also features a Tower Terrace, Event Lawn, Outdoor Infinity Pool and Rooftop Private Terrace.

Dining and Entertainment

Revolver Brewing Brewery, Bar and Tasting Room

Featuring a fresh perspective in world-class craft beer in the Dallas/ Fort Worth region. Will feature a working brewery within the hotel.

Additional Outlets

Includes a signature restaurant, bar, pool bar, onsite barista and coffee bar.

Things to do at Live! By Loews, Arlington, TX

Steps out the front door will be Texas Live!, one of the premier entertainment, hospitality and event destinations in the country opening in 2018. The resort-style complex will feature the Texas Rangers' new ballpark, dining, retail and nightlife options. Ideally positioned between the Texas Rangers' Globe Life Park and AT&T Stadium, home to the Dallas Cowboys, Live! By Loews, Arlington, TX is just blocks away from the Arlington Convention Center.

At Your Service

- · Business center
- · 24-hour fitness center
- 24-hour room service
- · High-speed internet access
- · Valet parking
- Chat Your Service: need a restaurant reservation or the AC turned up? Just text us and we've got you covered.
- Conveniently located on the Arlington Trolley line.

IRVING CONVENTION AND VISITORS BUREAU

MINUTES – DESTINATION DEVELOPMENT COMMITTEE MEETING

IRVING CONVENTION CENTER - FIRST FLOOR BOARDROOM

TUESDAY, FEBRUARY 6, 2018

Those present for the meeting were: Board Chair Clem Lear, Board Vice Chair Ron Mathai, Bob Bourgeois, Julia Kang, Jacky Knox, Joe Marshall, Joe Philipp - members of the Board; Maura Gast, Carol Boyer, Lori Fojtasek, Brenda Lopez – ICVB staff; ICC General Manager Tom Meehan; Guests: Arts and Culture Director Todd Hawkins, Director of Museums Jennifer Landry, Toyota Music Factory General Manager Tim Hendricks, and Toyota Music Factory Director of Marketing J.P. Gomez.

Board Chair Clem Lear called the meeting to order at 11:30 a.m. and welcomed everyone.

Arts and Culture Director Todd Hawkins gave an update on the Irving archives and museum project. A floor plan of the museum was reviewed. The museum will be the cornerstone of the cultural district housed in the first floor of the Central Library. He reported construction is anticipated to start soon after design is completed at the beginning of April. A hard hat VIP tour is being planned for December 19, 2018 and the grand opening is anticipated in the Spring of 2019. The museum is designed around the incredible story of the city through the eyes of the people who made it happen. Every patron has the power to change the city, themselves, or even the world. A permanent exhibition of the story of Irving will wrap around the building and focus on transportation, immigration, education, culture, faith, industry and life. Diversity will be highlighted and included throughout the story.

Hawkins introduced Director of Museums Jennifer Landry. Landry gave a brief overview of her background and expressed her excitement to be a part of the project. She stressed the importance of HVAC engineering for the exhibits and museum. She reported the lobby will feature pictures of modern Irving, while the box office and visitor center will highlight other events and places in Irving. The archive and resource area will be a restricted, climate-controlled area, but can be used for information research. A permanent exhibition area will be flexible enough to introduce new things as they become available. The community area floor mimics the forks for the Trinity River and can be available for small temporary exhibits or community events. The museum will become a Smithsonian Affiliate institution. This designation will create opportunities for traveling exhibits and collections, and Irving will be the first municipality in the country to host the Smithsonian's Spark!Lab. The lab is an interactive space for children to investigate and explore problem-solving skills.

Toyota Music Factory Director of Marketing J.P. Gomez suggested partnering with some small exhibits. Hawkins explained everything is to highlight and send people back out into Irving and agreed the partnership would be a good one to consider. In response to a question from Board member Joe Philipp, Hawkins explained auditorium and stage space will be used for lectures and rental space. Discussion was held on alcohol sales and rezoning. Philipp added visitors want to go to concerts and restaurants and the museum could be marketed as a meeting space for people coming to Irving and using hotel rooms. Hawkins noted that concessions would not be open during school hours, and would offer coffee, wine and dessert. Gast added that if the Arts Board pursues alcohol rezoning, the CVB Board could consider supporting it.

Board member Jacky Knox discussed the updating of Williams Square and the Mustangs Museum. Updates would include softening the waterways and Mustangs sculpture with landscaping. The Mustangs sculpture would not be moved, except for repair, and will remain an open space exhibit. The granite around the area would be modified to make it a more friendly and softer environment. Gast suggested adding a detailed update from Knox on the next committee meeting agenda.

Gast asked Hawkins if the connection to all museum opportunities will be clearly defined in a way to convey to our visitors and clients. She noted the occasionally open or open "on-demand" hours are hard to promote. Landry stated the initial thought is "IAM" (Irving Arts Museum) will become an umbrella branding and part of the Irving museum system to give a platform for greater awareness. The IAM main museum will be a starting point and will help encourage other places to go in Irving for visitors. She stated visitor challenges are being looked at and restrictions will be part of the goal. Hawkins stated a bus loop with strategic times from the Irving Convention Center Westin Hotel to downtown Irving is being reviewed for either a consistent all-day schedule, or high traffic times.

Gast gave an update on the Irving Convention Center Westin Hotel. She noted fitting the equipment on site for pouring the hotel garage is a challenge. She then reviewed the Texican Court hotel development. She noted the hotel is anticipating opening in November 2018 and will have 152 hotel rooms, with 3,500 square feet of meeting space. Model rooms are available for tour at the Irving Convention Center. The Waterwalk Hotel is under construction as well, and has 153 guest rooms, with 440 square feet of meeting space. It is located adjacent to the Texas Proton Therapy Center on Royal Lane at Highway 161. The hotel is anticipating opening the Summer of 2018. She reviewed other projects in Irving, including Woolley's Classic Suites and the Element Hotel, along with the pending Blue Star land development, Hidden Ridge/Verizon Campus. Nothing further has developed for the Embassy Suites project at Highway 114 east of MacArthur Boulevard. She noted that if the former Texas Stadium site has commercial space, it likely will stimulate hotel demand as well.

Toyota Music Factory General Manager Tim Hendricks introduced himself. He has been with Live Nation for several years and is excited to be at this new location. TMF Director of Marketing J.P. Gomez gave an update and overview of the project and stated the last phases of construction are concluding. Gloria's restaurant is open and TCBY frozen yogurt will follow shortly. The Big Beat Dallas area will be open by the end of March, and the Alamo Drafthouse movie theater is expected to open in April. He reported landscaping and finishing touches on the Texas Lottery Plaza are being installed and the Ethos office space is developing nicely. He noted meetings are being held weekly to review parking and traffic patterns and resolve any issues as they arise. Gast noted the challenge is that the concert audience will not typically be repeat customers so everything is new to them, and the addition of restaurants and road construction also adds to the confusion. Things are changing and until everything is up and running, there will be traffic issues. Demands will be different on concert nights and by movie-goers at the Alamo Drafthouse, but things will continue to adjust and tweaks made to meet the challenges. Gomez stated the goal is to push most of the concert parking to Urban Towers parking garage, and construction parking will be directed to the fourth floor of the TMF parking garage to allow patrons to park on the lower levels.

Board member Julia Kang reported Big Beat Dallas is coordinating a grand opening event. Each week will have a theme and live music program. The soft opening is scheduled for late March, and the Grand

Opening is set for March 29 – April 2. A farmer's market will be open on the weekends, and the concert plaza will have something scheduled at all times for people to visit and stay for a while. Gast noted the Gloria's restaurant ribbon cutting ceremony is today at 5:00 p.m. and Grimaldi's Pizzeria ribbon cutting is scheduled for Friday, February 9 at noon. The Southern Junction venue, east of City Hall, will hold its ribbon cutting ceremony at 4:00 p.m. tomorrow, February 7. She reported Big Beat Dallas is providing parking for many TMF employees at the DART Riverside / Northwest Highway parking lot for six months. At that time if ridership is there, DART will consider monetary participation at 50%. Gomez commented the goal is to promote DART ridership in a community effort. Other employee parking options are being explored.

ICC General Manager Tom Meehan gave an update on safety and security at the Convention Center. He noted security has become one of the top priorities in the industry. The message of the importance of safety and security is being relayed to meeting planners in an effort to help them understand why certain rules and regulations are in place. Many meeting planners do not want to pay for security and educating them to move it to a priority in their budget process to protect their guests is a challenge. SMG Worldwide has instituted a Security and Emergency Management Program (SEMP). The ICC has a safety committee that meets monthly to discuss what is happening in the building and works with a security company to do vulnerability assessments. The main areas of concern are the loading dock, parking, bag policy and employee credentials. Guest safety is the number one priority, and the ICC will be moving forward with armed security guards, fencing around the generator and looking at a security station at the back-gate entrance to the loading dock. They are working on installing bollards around the perimeter of the building for protection and moving cameras to be able to see different angles, as well as working on a phone app for employees with emergency plans, along with a booklet with plans for events. Staff is being trained and the topic is top-of-mind every day. He noted the ICC is a lot further ahead in safety and security than most convention centers around the country. Philipp added he appreciates the vigilance in recognizing the importance of safety for staff and guests. He noted that security costs should be a joint expense and education to meeting planners is important. In response to a question from Board Member Bob Bourgeois, Gast stated special event permits from the City are required when holding a special event and are managed by the Irving Police Department. Some things do require City Council action. The Toyota Music Factory and Arts Center do not require special permits; however, relationships with police, Homeland Security and FBI are always considered.

Lear asked for approval of the Destination Development Committee meeting minutes from November 28, 2017. On a motion from Board Member Joe Philipp, and a second from Board Vice Chair Ron Mathai, the minutes were unanimously approved. It was noted the next Committee meeting will be held on May 15, 2018 at the Convention Center. Gast noted the addition of Williams Square update to the agenda, and will inquire if someone is available for an update on Water Street project.

There being no further business, the meeting was adjourned by Lear at 1:08 p.m.

Respectfully submitted,

Maura Allen Gast, FCDME

Maura Slee Just

Executive Director