



THE SPORTS AUTHORITY OF THE
METROPOLITAN GOVERNMENT OF NASHVILLE & DAVIDSON COUNTY

PERSONNEL COMMITTEE MEETING - MINUTES
METRO OFFICE BUILDING – HOB – SONNY WEST CONFERENCE CENTER
WEDNESDAY, JUNE 12, 2024 | 12NOON

Attendees

Personnel Committee Member: Cathy Bender (Chair), Aaron McGee (Secretary/Treasurer), Don Deering

Board Members: Tiffany Degrafinreid, Dan Hogan

Staff: Monica Fawknotson (ED), Valda Barksdale, Melissa Wells, Josh Thomas (Metro Legal), Lexie Ward (Metro Legal)

Call to Order

Chair Bender called the Personnel Committee meeting of the Sports Authority to order and welcomed all in attendance.

Public Comment Period

There were no sign-ups for public comment.

Consider Approval of June 13, 2023 Joint Executive & Personnel Committee Meeting Minutes and October 17, 2023 Personnel Committee Meeting Minutes

Metro Senior Counsel Joshua Thomas reminded the Committee that since a Public Notice to approve the June 13, 2023 Joint EC & PC meeting was not distributed, only the October 17, 2023 Personnel Committee meeting minutes can be presented for approval.

Chair Bender asked if there were questions or comments pertaining to the October 17, 2023 Meeting Minutes. There being none,

Upon a motion made by Director McGee and seconded by Director Deering, the Personnel Committee unanimously approved the October 17, 2023 Meeting Minutes.

Executive Director's Annual Performance Evaluation

Chair Bender reminded the Committee that the meeting today is an opportunity to ask question of Executive Director Fawknotson regarding Sports Authority activities and updates. Various discussion ensued including:

- Director Deering stated he is very satisfied with ED Fawknotson's performance and asked her if there was anything the board could do to assist in her duties. ED Fawknotson stated the board has been most supportive, engaged and very strong advocates of the Sports Authority. She noted that she appreciates Director Deering

staying abreast of local and state legislation that may potentially impact the Sports Authority. She also noted that she appreciates the board's support of professional development opportunities such as the staff's participation in the May 2024 CSEF (Convention, Sports & Entertainment Facilities) Conference in Las Vegas.

- Director Hogan noted he has served on the SA board for about five years and is just now beginning to feel comfortable in his role. He stated he is grateful for ED Fawknotson's coaching and teaching. ED Fawknotson noted that she is currently scheduling coffee chats with board members and encourages all to advise on how SA can decrease the learning curve.
- Director Deering stated that he appreciates ED Fawknotson's wide knowledge and her attention to a wide variety of activities in Nashville. He also appreciates the excellent work of SA staff and legal team. ED Fawknotson noted that having an experienced team in place significantly impacts the successes of SA operations and functions. SA staff is knowledgeable of who the players and resources are and have taken on many responsibilities. Additionally, the SA Legal Team excels in their efforts and the Finance Team avails its expertise which allows SA the capacity to effectively manage daily activities.
- Director Degrafinreid thanked all for welcoming her to the board and appreciates ED Fawknotson's availability to address any questions and/or concerns.
- ED Fawknotson asked the Committee their thoughts on SA hosting Lunch & Learn sessions outside of board meetings, in addition to orientations for new board members. The Committee agreed that quarterly sessions would be beneficial. Orientations should provide a broader overview of SA activities while the quarterly Lunch & Learn sessions should dive deep into specific SA areas and functions. Director Hogan suggested that Metro Council be invited to the Lunch & Learn sessions. Given most council members are not aware of the structure and operations of the SA, the sessions will help them to better understand functions, particularly when SA matters are brought before Metro Council for a vote.
- Director McGee asked whether other Metro directors are sharing information about what their offices are preparing for to ensure Nashville continues as a leading city and the impact of AI. Unfortunately, noted ED Fawknotson, there is not an association where executive directors can gather and collaborate. A few years ago, continued ED Fawknotson, AI was discussed during a web call and the use of it to track metrics and fan activity (e.g. restroom and snack breaks) at various events. Unfortunately, when large scale events come to cities, there is an increase in human trafficking. This incited great concerns for facility owners to continue the conversation about building on the positives of AI and focus on limiting the negatives.
- Consideration of a reduction of paper usage was discussed including the possibility of printing only those materials which require action or a vote.
- Overall, the Committee agreed they are pleased with ED Fawknotson's performance, how she communicates, how she leads the board and the staff. She has good institutional knowledge and relationships with facility partners, Metro Departments, the Mayor's Office and the Metro Council. It was also noted that ED Fawknotson represents the board well in the community; whether speaking to groups or speaking to members of the media.

Chair Bender reminded the Committee that the Board hires and sets the pay of the Executive Director but, unlike the positions of Finance Manager and Finance Consultant, the Director's Pay is funded from Metro's General Fund. The Mayor's FY25 Budget recommends a 3% Merit increase plus a 3.5% Cost of Living Adjustment (COLA) to be funded by Metro Finance for all Metro Employees. The ED increase, however, requires approval by the Authority. The Council will likely vote on the budget at its meeting next Tuesday, June 18 which could lead to an adjustment to the COLA.

Upon a motion made by Director McGee and seconded by Director Deering, the Personnel Committee unanimously approved to recommend an increase to the Executive Director's pay to commensurate with the increase approved by the Metro Council for Metro Employees

Adjourn

Chair Bender noted that the recommendation will go before the full board for consideration and approval during its meeting on Thursday, June 20, 10:30am at GEODIS Park. The Finance Committee will meet prior to at 9:30am. Director Deering asked whether Mayor O'Connell will be at the meeting. ED Fawkes reported that Mayor O'Connell will deliver his Transit: Choose How You Move presentation at the full board meeting and Bob Mendes will give an East Bank Development Presentation. It is important for the board to be aware of the integration between the Titans New Enclosed Stadium project and the East Bank development.

Chair Bender reminded the committee that board members are invited to visit Titans House tomorrow which allows visitors to experience a model of the New Nissan Stadium.

Respectfully submitted, Valda Barksdale, The Metro Sports Authority

Audio File Path:

P-Drive-Sports Authority\SA BOARD\Personnel Committee\Committee Meetings\2024 June 12
Personnel Committee Mtg\June 12 2024 PC meeting audio recording