Nashville Music, Film, and Entertainment Commission

MINUTES

January 22, 2025, 11:15 a.m.
Sonny West Conference Center
700 2nd Ave
Nashville, TN 37210

Commissioners Present: Max Butler (Chair), Marshall McClarnon (Vice Chair), Jeff Syracuse (Secretary), Jeff Gordon, Michael Montgomery, Peter Kurland, Gina Miller, Stephanie Silverman, Dave Pomeroy, Mo Sabri, Timothy Reid, Jr., Willie Sims, Erika Nichols, Meisha Edwards, Hazel Smith

Commissioners Absent: None

Ex Officio Members Present: Larry Jirik, Bonna Delacruz Johnson

Staff: N/A

Guests: Derrick Smith (Metro Legal), Jamari Brown (Metro)

1. Call to Order:

Chair Max Butler called the meeting to order at 11:15 AM. He welcomed all in attendance.

2. Public Comment Period:

Opportunity for public comment was offered. No one offered comment.

3. Contacts and Disclosures:

Chair Butler had separate lunches with Commissioners Kurland, McClarnon, and Gordon but no business was discussed. Commissioner Pomeroy saw Commissioner Silverman at an event, but no business was discussed.

4. Approval of Minutes:

Corrections from 12/12/24 meeting minutes: Ms Delacruz Johnson was listed both as there and not there. She was not there. Jurland is corrected to Kurland. Section 6 line 9 – Erika Nichols name misspelled and corrected.

Motion to approve minutes as amended by Commissioner Silverman. Commissioner Montgomery seconded. All in favor except Commissioner Kurland abstained. No nays.

5. Ex Officio Member Reports

Ms Delacruz Johnson updated the Commission on the successful NYE Events and overall strong economic impact.

6. Reports from the Chair and Vice Chair

Chair – Working on scheduling of Commission meetings. Vice Chair – Meeting with State Rep Aftyn Behn about Open Meetings Act so we can hopefully meet outside of formal meeting and adhere to law.

7. Reports from Committees

- **No Exec Committee Meeting**.

- **Ad Hoc Committee** – Commissioner Montgomery introduced Commissioner Sabri as Vice Chair. Commissioner Kurland talked about reopening the job description because it wasn't posted as allowing applicants without college degrees, which is what the Commission voted on. The committee wants HR to reopen, which would require full Commission requirement. Legal checking with HR on parameters to reopen or not. Commissioner Kurland moves to accept Committee recommendation to request that position be reopened with non-college requirement included. Commissioner Pomeroy seconded. Commissioner McClarnon questioned the timetable. Mr. Brown said it would be 30 days if reposted. Chair Butler asked about salary as listed on posting, which is lower than what Commission voted to approve. Mr. Brown reported that $100k was based on previous discussions/budget amount from the prior year. $150k total with benefits. Commissioner Coleman moved to amend the motion to include the higher salary range in reposting, if done, which would be $150k total including benefits. $35k is the total of benefits. Willie seconded. All approve of the amendment. All approve of the motion as amended.

  Commissioner Gordon reported they're still working on metrics to judge applicants.

- **Budget Committee** – Chair Butler said they met. He reached out to CM Porterfield to discuss the process. Asked members to bring ideas for the next round of budgeting. Another meeting will occur to finalize those recommendations prior to Feb 19 at 9am for full Commission and committee meetings at NECAT. Commissioner Coleman asked Mr. Brown when dept requests must be in. He will report back on the timeline.

- **Bylaws Committee** – Commissioner Coleman reported that they will review pending legislative changes and make sure by-laws follow legislation as needed if/when passed.

8. Unfinished Business

- **Update on Executive Director Position Hiring** – Mr. Brown said he'll update us via email. Resumes being matched to redacted list. HR recommends first phase stay redacted. The Mayor's Office is working on a process to parallel filed legislation clean-up. If we reopen, it'll push out the final hiring date 30 days likely. Working on grading sheet that will match metrics being developed. Gave recommendations on process to Commission. Commissioner Kurland stated the process so far is unfair because descriptions can show who the candidate is even if name is redacted. Wants to see the names. Questioned redacting. Mr. Brown said they're working on consistent and fair process. Chair Butler asked if this process is HR policy. Questioned timeframe and if it could be faster. Wants HR to come to us and show us policy. Mr. Smith suggested someone from HR could come to speak at the next session. He said names are redacted to help applicants be secure in current employment. Talked about other redacted info to ensure hiring process/decision makers are protected from looking at age or other factors that created liability. Chair Butler stated that he reached out to Shannon Hall in HR, and she said he should speak to the Mayor's Office. Commissioner McClarnon talked about employment process / statutes to protect both sides with potential liability issues. Commissioner Pomeroy asked about redacting and when we will know names. All information of applicants is ultimately public record. When the process is whittled down to smaller number for interview process, then names will likely be known at that time. Mr. Brown talked about his own scoresheet and metrics for his staff hiring. Commissioner. Kurland asked if they could receive that for reference. Mr. Brown said he will send it.

- **Update on Recommended Code Amending Legislation** – Reviewed pending legislation based on Mayor's Office and Council working group for Commission updates. Name changed to Nashville Entertainment Commission. Lowering the number of members from 15 to 11. No one will be dropped. When terms are done, some seats will just not be filled. The position will be in the Mayor's Office instead of reporting to the Commission. If in the Mayor's Office, Mr. Smith reported that it would be legally unworkable if reported to the Commission and sits in the Mayor's Office. Commission is involved in the process, just not final decision making. Also, there is no budget for physical location. Commissioner Pomeroy stated concern whether all industry will still be represented by 11 instead of 15 members. Quorum would drop from 8 to 6. Commissioner Gordon spoke to Marjorie in the Mayor's Office about it and questioned when the new Mayor comes in, will position be in jeopardy. Marjorie replied that legislation helps ensure continuity. Commission McClarnon stated that pending legislation is at Council so if anyone wants changes, Commissioners need to speak to Council directly. Commissioner Kurland expressed concern that the position won't report to Commission. Suggested that we strike one sentence is foundational legislation to ensure position stays with Commission. Commissioner Kurland will be sending a letter to Council to disapprove of moving position to Mayor's Office. Commissioner Sabri asked if the budget for physical location was what prompted the move to the Mayor's Office. He suggested we may have budget to look at a physical location. Chair Butler said they will discuss it in the next budget meeting. Commissioner Sims said we have another $100k (total $250k budget) and asked if we could eventually be outside of the Mayor's Office and doesn't like it being moved to the Mayor's Office. Suggested it needs to function like CVC. Mr. Brown said CVC has a funding source, but Commission does not, and we will always, regardless of where it lives, need to be part of the Metro budget process. Chair Butler agrees it was a bad decision to move it to the Mayor's Office. Commissioner Kurland asked if the Commission could make an official recommendation to the Mayor or Council to make changes in legislation. Mr. Smith said sure you could approve a letter and should go to Council because that's where the legislation is. Chair Butler stated Film & Special Events do not do everything that is in legislation and based on that, questioned if we will be going down the same path. Commissioner Coleman and Sims alluded to Arts Commission issues has created the need for these recommendations. Commission Kurland asked about a guaranteed employment period. Mr. Smith said State law / "right to work State" doesn't give guaranty or contract. Chair Butler asked for greater communication with the Mayor's Office and working group and wished they could've been part of that process. Mr. Brown reported no Commission was part of it. Commissioner Kurland made a motion that the Commission writes a letter in support of maintaining position in Commission. Commissioner Sims seconds. Commissioners Kurland, Sims, Montgomery, and Butler vote in favor. Commissioners Coleman and

Pomeroy voted no. Commissioners Edwards, Sabri, Reid, Smith, Nichols, and Syracuse abstained. Need confirmation from Gordon and Miller. McClarnon had to leave early. Motion passes with 4 yes, 2 no, and all other members abstaining.

9. Agenda Items for Next Meeting:

TBD

10. Next Meeting:

February 19th at 9am at NECAT

11. Adjourn Meeting:

Motion to adjourned by Chair Butler as 12:31pm. Commissioner Gordon seconded. All in favor.

APPROVED, this day 3rd of March 2025.

Signature on file	Signature on file
Max A. Butler, Chair	Jeff Syracuse, Secretary