Nashville Music, Film, and Entertainment Commission
Ad Hoc Job Description Committee

MINUTES

March 19, 2025, 9:00 a.m.
NECAT Network
120 White Bridge Road
Nashville, TN 37209

Commissioners Present: Jeff Gordon, (Chair), Mo Sabri, (Vice Chair), Michael Montgomery, Peter Kurland, Dave Pomeroy, Erika Nichols

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

Guests: Solomon Smith (guest public), Councilwoman Joy Styles

1. Call to Order:
Chair Jeff Gordon called the meeting to order at 9:30AM.

2. Public Comment Period:
Opportunity for public comment was offered.
Commissioner Styles spoke about the evening before, (March 18, 2025), that BL2025-688 came before the Rules, Confirmations, and Public Elections Committee and was indefinitely deferred.

3. **Contacts and Disclosures:**
Nothing that impacted the rules

4. Approval of Minutes:
Commissioner Kurland moved to approve the minutes and Commissioner Montgomery seconded the motion. The motion passed unanimously.

5. Discussion
Councilwoman Styles informed that the night before the current commission meeting, March 18, 2025, BL2025-688 came before the Rules, Confirmations, and Public Elections Committee and was indefinitely deferred. A new bill will need to be presented that is materially different than the current bill. That can happen in 60 day's time.

Councilwoman Styles suggested that we start a fresh conversation about the hiring process. Having the Mayor's final say-so is not optimum as it ties the position to a mayoral term and the Commission feels it is important that the Executive Director position be independent from the Mayor's term. If the position were to stay within the Mayor's office, then the position is at risk for being terminated at the end of the administration. The Commission would prefer to have the hiring come from a mutual relationship between the Commission and the Mayor's office.

Noted that a compromise needs to be established so that neither the Commission, nor the mayor has a single final say in hiring the Executive Director.

Mr. Jamari Brown noted that in the original legislation the mayor has final say over the hiring.

Commissioner Kurland commented that the language was vague and didn't outline any procedure for disagreements.

This commission would be generating revenue, unlike most of the Metro Commissions, and people who understand the nature of the entertainment business and the focus of the office, need to be involved.

Commissioner Montgomery noted that it is important to define the collaboration, and that the Commission's director must live longer than the existing administration.

Mr. Brown noted that what we need to figure out is how the Commission and the Mayor's office work in partnership.

The Council is working on a new bill that can be resubmitted if it is materially different than the bill (2025-688) that was formerly submitted.

One sticking point is that the commission can be at-large, with 10 people in an advisory role. Rules needs to approve and even though members might not be part of the Commission, the subcommittee can remain in place as long as necessary.

Is there a mechanism in place where a new administration can remove the ED?

Commissioner Gordon asked for clarification of what it might look like with the mayor being the hiring authority and noted that there's little trust that the voice of the Commission would be heard.

Councilwoman Styles said that the process should be outlined in the bill.

Councilwoman Styles – colleagues asked questions about whether the Commission is allowed to move forward, and she advised that the Commissioners continue the process. She also said that the Metro Council is not in favor of the mayor overriding the Commission's decision.

Commissioner Sabri added a thought on collaboration asking if it would be acceptable if the Commission would choose the final four and then the mayor would choose the final candidate.

Councilwoman Styles noted that the collaboration would remove the current administration of sole responsibility for the choice. With a sitting Mayor providing the sole oversight, a new administration could decide to replace the current Executive Director.

Commissioner Sabri asked if the new bill couldn't be written to clarify that a new Mayor could not replace the Director?

Based on Metro guidelines, the Commission currently has the authority to choose and identify individuals, but the mayor has final say. Additional legislation must be passed in order to change that. One legislative option allows the Commission to hire and another has the mayor in charge of who works in the mayor's office.

Councilwoman Styles recognized that there are trust issues involved between the Commission and the Mayor's office.

Physical office space is in place. The ED will have the authority to hire an assistant. The Council has approved an office of one and this new department will build into a larger, more expansive, office.

Commissioner Kurland noted that he hasn't looked too deeply into the candidates and also noted that the hiring metrics might need to be prioritized to reflect top three criteria points.

Commissioner Pomeroy added that we need to make sure that the Commissioners agree on what the top three most important criteria are.

Mr. Brown suggested that applicants' metrics can be weighted on a scale of 1-10.

Commissioner Kurland said he didn't want to give a lot of weight to government skills, when he feels that other industry-related skills are more critical.

Commissioner Pomeroy noted that it is important that the new ED is able to interact with the entertainment industry and project outwards.

Commissioner Kurland added that we need to focus on recruitment.

Mr. Brown said that we needed to combine the list of metrics submitted with what was previously outlined in the prior minutes to make one grand list that wipes out duplicates and weights/prioritizes hiring metrics as the Commissioners determine.

Commissioner Gordon said he sees value in breaking down the criteria into categories.

Commissioner Kurland suggested creating a list of interview points where candidates would be asked, "What would you do in this situation?"

Commissioner Gordon asked whether the Commissioners would have access to the mayor's metrics and Mr. Brown said we can ask for that information to be shared with the Commissioners.

Commissioner Gordon suggested the Ad Hoc committee meet up prior to our April 16 Commission meeting to review and finetune the list of metrics.

9. Agenda Items for Next Meeting:

Ad Hoc committee to review metrics

10. Next Meeting:

Wednesday, April 16, 2025

11. Adjourn Meeting:

Motion to adjourned by Commissioner Kurland at 10:20am. Commissioner Pomeroy seconded.

APPROVED, this day 13th of April, 2025.

<u>Signature on file</u>
Jeffrey Gordon, Chair

<u>Signature on file</u>
erika wollam nichols, (ad-hoc Secretary)