



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

PERSONNEL COMMITTEE MEETING - MINUTES

150 2ND AVENUE NORTH, NASHVILLE 37201 ~ CONFERENCE ROOMS 215/216
WEDNESDAY, JULY 16, 2025 ~ 10:00AM

Attendees

Personnel Committee Members: Jad Duncan (Vice-Chair), Aaron McGee (Treasurer/Secretary), Dan Hogan, Don Deering

Board Members: Russ Pulley, Emmett Wynn

Staff: Monica Fawknorton (Executive Director), Valda Barksdale, Brandon Little, Melissa Wells, Josh Thomas (Metro Legal), Sam Keen (Metro Legal)

Visitors: Kevin Brown (Metro Finance), Jon Cooper (Predators), Keith Hegger (CFO, Predators), Heather Hill (Cumming Group), Shannon Myers (SVP & CFO, Titans), Doug Scopel (Sounds)

Call to Order

Vice Chair Duncan called the Personnel Committee meeting of the Sports Authority to order and welcomed all in attendance. He noted that Chair Bender is attending a funeral today and extended her regrets for not being able to attend today's meeting.

Public Comment Period Pursuant to TN Open Meetings Act, Tenn. Code Ann. § 8-44-101

There were no sign-ups for public comments.

Consider Approval of May 12, 2025 Personnel Committee Meeting Minutes

Vice Chair Duncan asked if there were questions or comments pertaining to the May 12, 2025 meeting minutes. There being none,

Upon a motion made by Director Hogan and seconded by Director Deering, the Personnel Committee unanimously approved the May 12, 2025 Meeting Minutes.

Discussion and Consideration of Potential Amendments to the Executive Director's Contract

Vice Chair Duncan gave an overview of the binder's Table of Contents and encouraged all to review a letter shared by Chair Bender (due to her absence) expressing her thoughts and opinions regarding the Executive Director's Compensation.

Vice Chair Duncan opened discussions regarding the two documents 1) Resolution Approving the First Amendment to the Employment Agreement with the Executive Director of the Sports Authority as well as 2) Amendment No. 1 to the Employment Agreement between the Sports Authority and Monica Fawknorton.

The Committee considered the following proposed amendments to the Executive Director's contract:

1. Change annual salary to \$235,000
2. Change title from Executive Director to President/CEO
3. Extend contract to one additional year to expire on October 31, 2029

Director Hogan noted that based on the analysis of independent comparable salaries of like-size cities, the increase in the number of facilities managed, he recommends a salary of \$235k. The amount above Metro's compensation will be supplemented by the Sports Authority. Director Pulley requested clarification on whether the 2% Open Range Merit increase is included in HR's salary structure of \$176,207.29 effective July 1, 2025 to which Finance Manager Melissa Wells reported it does not include the merit increase.

Discussions continued with Director Deering noting that the Executive Director is an employee of the Sports Authority and in accordance with its bylaws, the board is responsible for hiring and setting the pay. He also noted that Executive Director Fawknorton's leadership is largely responsible for the board's stellar reputation and the amount of work successfully completed with such a small number of staff. Additionally, Vice Chair Duncan requested legal's advice on whether the proposed amendment should state how the supplemented salary monies will be funded? Legal Counsel Thomas indicated that the Employment Agreement states that the Authority shall be required to fund any portion of the Executive Director's salary not funded by Metro.

Director Pulley expressed his thoughts on recurring funds being available to maintain and support the Employment Agreement; Vice Chair Duncan noted that supplemental funding is secure. Counsel Thomas reported that the Authority will also be responsible for any additional fringe benefits associated with the supplemental funding.

The recommended amendments are based on staff research and comparisons of other similar Sports Authorities. Additionally, the recommended changes are the result of additional responsibilities (there are now seven facilities, including a major construction project of the New Nissan Stadium), correction of delays in previous salary adjustments. Metro Legal has reviewed the proposed changes.

The funding needed to cover the additional salary and benefits will come from Fund 30289 and there are sufficient funds available. Chair Hogan reiterated that the Sports Authority is in a good position to maintain supplementary compensation on an annual basis.

Director McGee questioned whether removing the CEO title (from President/CEO) will impact the new salary recommendation to which Chair Hogan indicated it will not. Legal Counsel Thomas noted as a point of consideration, that the bylaws reference President only-not CEO, and given the Sports Authority is a nonprofit, a CEO title may not be appropriate. Director Deering concurred.

Overall, the committee believes that Executive Director Fawknorton's leadership of the department, coupled with the increase in responsibilities over the last few years as new venues have been constructed, warrants updates to her current contract.

Upon a motion made by Director Hogan and seconded by Director Deering, the Personnel Committee unanimously recommend that the Executive Director's contract be extended by one year, the title be modified to President and compensation be adjusted to \$235,000 annually, effective July 1, 2025.

Adjourn

In conclusion, Vice Chair Duncan noted that the Personnel Committee recommendations will go before the Finance Committee who will assess the fiscal impact and availability of funds. They will make an independent recommendation to the full board at tomorrow's meeting.

Executive Director Fawknorton expressed that she is honored to serve the board, is grateful for the outpouring of support as well as the great team she is privileged to work with who contributes greatly to the success of operations.

Audio File Path:

P-Drive-Sports Authority\SA BOARD\Personnel Committee\Committee Meetings\2025 July 16 Personnel Committee\7.16.25 PC Meeting Recording