

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

**Minutes of June 17, 2021 Board of Directors Meeting
Bridgestone Arena
10:30 a.m.**

Board Members: Cathy Bender (Chair), Frank Harrison (Vice-Chair), Emmett Wynn (Secretary/Treasurer), Kim Adkins, Margaret Behm, Don Deering, Glenn Farner, Melvin Gill, Jon Glassmeyer, Anna Page

Staff: Monica Fawknorton, Quinton Herring, Melissa Wells, Margaret Darby (Legal)

Titans/ Nissan Stadium: Bob Flynn, Shannon Myers, Shereme Siewnarine

Predators/ Ford Ice Center: Kyle Clayton, Keith Hegger, Sean Henry, Michelle Kennedy, David Kells, Keith Hegger, Bill Wickett

Sounds/ First Tennessee Park: N/A

Nashville SC: Mary Cavarra

Visitors: Tom Cross (Metro Legal), Tom Eddlemon, Kellen DeCoursey (CAA/ICON), Ron Gobbell and Tim Debus (Gobbell Hays Partners), Nick Homrich (CAA/ICON), Greg McClarin (Metro Finance), Jeremy Mitchell (Bell and Associates Construction), Deputy Mayor), Shanae Phillips, Steve Jones and Tom Clark (Mortenson/Messer), Jim Pustejovsky (Capital Project Solutions), CJ Duncan (Stones River Partners), Carol Greenlee

Chairwoman Bender called the meeting of the Sports Authority Board of Directors Meeting to order at 10:30 a.m. and welcomed all in attendance.

Consider Approval of Minutes from April 15, 2021 Board Meeting

Upon a motion made by Director Emmett Wynn and seconded by Director Jon Glassmeyer, the Board approved of the minutes from the April 15, 2021 Board meeting.

Executive Director's Report

Chair Bender recognized Ms. Monica Fawknorton to give the Executive Director's Report. After noting this was the first in-person board meeting, Ms. Fawknorton recognized the newest Board members Don Deering, Melvin Gill, and Glenn Farner. She also recognized the Sports Authority Finance Manager, Melissa Wells. Ms. Fawknorton provided an overview of the meeting agenda. She then reported that a firm used by Metro General Services was engaged to perform a roof assessment to evaluate non-storm related roof damage discovered after the March 2020 tornado. More information will be provided as it becomes available.

Personnel Committee Report

Chair Bender provided a brief Personnel Committee report, noting that the committee met on May 19 for the annual review of Executive Director Monica Fawknorton. All committee members were present. The committee agreed they are extremely proud of the work of Executive Director Fawknorton. The purpose of the meeting was for resetting the salary of the

Executive Director and to make sure the salary is in line with other executive directors across the country. As the scope of the role changes and the Sports Authority increases its portfolio, the board wants to ensure its Director and staff are compensated fairly and in line with the national average for similar positions.

Finance Committee Report

Chair Bender recognized Finance Committee Chair Jon Glassmeyer to give his report. Chair Glassmeyer reported that auditors from Ernst & Young presented the Agreed Upon Procedures for the 2020 Titans Seat User Fee Audit. He reminded the board that this audit is not contractually required but something that Titans choose to do annually. Chairman Glassmeyer acknowledged Ms. Shannon Meyers, Titans Vice President of Finance, who was present but had no additional comments.

Consider approval of adjustments to staffing and compensation for FY22.

Chair Glassmeyer continued by reporting that Chair Bender attended the Finance Committee to give a report from the Personnel Committee and its recommendation that the Executive Director's pay be increased to \$145,000. The Finance Committee approved the recommendation but, due to last minute information received, Executive Director Fawknorton requested that the board action on her compensation be deferred. Chairman Glassmeyer recommended that FY22 staffing and compensation be divided into two motions.

Upon a motion made by Director Margaret Behm and seconded by Director Harrison, the board voted to defer action on the executive compensation until further discussion can take place at a joint meeting of the Personnel and Finance Committees. A plan to address staffing and other budgetary needs of the department should also be discussed. staffing and compensation for FY22 be deferred to a Joint Personnel and Finance Committee.

Ms. Fawknorton stated the value that both Finance Manager Melissa Wells and Mr. Bob Lackey bring to the department and noted Bob's invaluable experience and assistance throughout the recent process of refunding bonds for the facilities. Chair Glassmeyer reported that the Finance committee recommends approval of a 5% salary increase for the finance manager contingent upon Metro Council approval of the pay plan adjustment as well as an additional \$15,000 from the Arena Account to retain Bob Lackey through FY22. Fawknorton noted that the Metro Pay Plan was approved by Council so there is no need for the contingency.

Upon a motion made by Director Cathy Bender and seconded by Director Kim Adkins board approved the 5% salary increase for the Finance manager and an additional \$15,000 from the Arena Account to fund Mr. Lackey's part-time position through FY22.

Women's Professional Sports Ad Hoc Committee Report

Chairwoman Cathy Bender recognized Chairwoman Margaret Behm who reported that the Women's Sports Ad Hoc Committee met the first week of June. All committee members were

present along with Secretary Wynn, Vice-Chair Harrison, and Director Gill. Representatives from the facilities attended, including Adam Nuse (Titans) and Doug Scopel (Sounds) as well as Advisory Community members Councilmember Nancy Van Reece, Scott Ramsey, and Nashville SC CEO Ian Ayre.

Executive Director Fawknorton provided an update on the solicitation of consulting services for Phase two of the Women's Professional Sports Initiative. Specifically, the Authority is soliciting a community survey and economic impact analysis. A pre-offer meeting for interested firms was held earlier this week and the evaluation panel will review the proposals with the hopes of making an award at the end of June. The evaluation panel is still being finalized.

Director Behm reported that, additionally, the committee discussed the Sports Authority's participation in the commemoration and celebration of the 50th Anniversary of Title IX in June of 2022. Nashville Sports Council (NSC) President, Scott Ramsey, noted several key, upcoming events taking place that will feature women athletes- the US Figure Skating Championships in January 2022, the SEC Women's Basketball Tournament in March 2022, and two marathons (60% of the participants are women). The NSC's Women in Sports Committee has a sub-committee comprised of representatives from our local Division I University women's programs, and they will develop programming this year focused on the anniversary. Sports Authority facilities and the Metro Council are also looking at ways they can be involved in the commemoration. Director Behm additionally reported that Secretary Wynn suggested that we use part of our meetings to highlight those who have made contributions to women's sports and asked him to take the lead in the effort throughout the coming year. Director Behm also reported that the Sports Council has offered to help promote anything the Sports Authority is doing during this year- a generous and very helpful offer.

Finally, Director Margaret Behm read the proposed resolution from the Women's Sports Ad Hoc Committee for Celebration and Commemoration the 50th Anniversary of the passage on Title IX requested board approval.

Upon a motion made by Director Margaret Behm and seconded by Director Kim Adkins, the Board approved the resolution.

Presentation of Reports on Debt Obligation for Federally Taxable Public Facility Revenue Bonds Series 2021A (East Bank Stadium Project), Series 2021B (Arena Project), and Series 2021C (Ballpark Project)

Chairwoman Cathy Bender recognized Executive Director Fawknorton to provide an overview of the report on debt obligations. Ms. Fawknorton noted there was no action for the board to take but explained each report addresses the ratings, interest cost, purpose, security, type of sale and cost of issuance. Ms. Fawknorton introduced Metro Treasurer Michelle Bosch who reviewed the details of each debt report for the Facility Revenue Bonds Series 2021A East Bank Stadium Project, Series 2021B Arena Project, and Series 2021C Ballpark Project.

MLS Stadium Update

Chairwoman Cathy Bender recognized Mary Cavara of Ingram Industries and Kellen Decoursey of CAAICON to present the MLS Stadium Report. They will be followed by Carol Greenlee of Mortensen Messer who will present the monthly DBE participation report and Project Manager Jim Pustejovsky who will provide a report on the infrastructure project. Ms. Cavara presented visuals on stadium construction progress and included estimated costs to date and a budget summary. Current estimate is \$335Million. Chair Bender recognized Carol Greenlee, DBE Coordinator, who provided an update on Construction DBE participation. DBE firms currently total 55 and \$72,584,228 in awarded value. Chairwoman Cathy Bender recognized Jim Pustejovsky with Capitol Solutions Group who provided a status report on infrastructure improvements to the stadium site.

Bridgestone Arena Report

Chair Bender recognized Kyle Clayton, VP of Operations for the Nashville Predators, who shared a recap of 2020 and spoke to how they utilized the building over the past year. Mr. Clayton introduced the newest member of the leadership team, VP and Chief Marketing Officer Bill Wickett, who came from the Stanley Cup winning Tampa Bay Lightning. Mr. Wickett provided insight into how the team is invest in the Nashville community and highlighted their work to assist Tennessee State University in becoming the first Historically Black College/ University to play collegiate hockey at both the Men's and Women's levels. Lastly, Predators CEO Sean Henry shared how the organization was creative during the pandemic to find solutions to continue paying staff with no layoffs during the pandemic. Mr. Henry shared there are lots of reasons to be optimistic about the Team and the future of Nashville.

Chair Bender announced that the next meeting will be Thursday, July 15, 2021 at Nissan Stadium.

There being no further business, the meeting adjourned.