

# MINUTES OF THE EXECUTIVE COMMITTEE MEETING OF THE CONVENTION CENTER AUTHORITY OF THE METROPOLITAN GOVERNMENT OF NASHVILLE & DAVIDSON COUNTY

The Executive Committee of the Convention Center Authority of the Metropolitan Government of Nashville and Davidson County (CCA) met on March 9, 2017 at 8:00 a.m. in the Administrative Board Room of the Administrative Offices at the Music City Center, Nashville, Tennessee.

**EXECUTIVE COMMITTEE MEMBERS PRESENT:** Marty Dickens, Irwin Fisher, \*Vonda McDaniel, Willie McDonald, and Luke Simons

**EXECUTIVE COMMITTEE MEMBERS NOT PRESENT:**

**OTHERS PRESENT:** \*Charles Starks, \*Donna Gray and Bill Martin

Chair Marty Dickens opened the meeting for business at 8:04 a.m. and stated that a quorum was present.

**ACTION:** Appeal of Decisions from the Convention Center Authority of the Metropolitan Government of Nashville and Davidson County – Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, please take notice that decisions of the Convention Center Authority may be appealed if and to the extent applicable to the Chancery Court of Davidson County for review under a common law writ of certiorari. These appeals must be filed within sixty days after entry of a final decision by the Authority. Any person or other entity considering an appeal should consult with private legal counsel to ensure that any such appeals are timely and that all procedural requirements are met.

**ACTION:** Luke Simons made a motion to approve the Executive Committee Meeting Minutes of February 29, 2016. The motion was seconded by Willie McDonald and approved unanimously by the committee.

\*Denotes arrival of Vonda McDaniel.

There was discussion of the Music City Center President & CEO 2016 goals and accomplishments. Goals for 2017 were reviewed for consideration and there was discussion.

\*Denotes departure of Charles Starks and Donna Gray.

Bill Martin of Cushion Employer Services presented the results of his firm's assessment of the MCC CEO Compensation package considering peer compensation and the competitiveness of the marketplace for top talent.

**ACTION:** Luke Simons made a motion to approve the President & CEO 2017 goals and have Cushion Employer Services work with the CEO and the Executive Committee in establishing a Bonus Incentive Structure that reflects the goals approved for the CEO. The motion was seconded by Willie McDonald and approved unanimously by the committee.

**ACTION:** Vonda McDaniel made a motion to approve having Cushion Employer Services and Bone McAllester Norton PLLC to work with the President & CEO and the Executive Committee on the prospect of developing a contract for the President & CEO that protects both his and the authorities' interest. The motion was seconded by Luke Simons and approved unanimously by the committee.

**ACTION:** Irwin Fisher made a motion to approve a 2017 Salary increase and bonus for the MCC President & CEO (Attachment #1). The motion was seconded by Luke Simons and approved unanimously by the committee.

With no additional business a motion was made to adjourn, with no objection the Executive Committee of the CCA adjourned at 9:07 a.m.

Respectfully submitted,



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Charles L. Starks  
President & CEO  
Convention Center Authority

Approved:



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Marty Dickens, Committee Chair  
CCA Executive Committee  
Meeting Minutes of March 9, 2017

## Music City Center CEO Compensation for 2017

### Salary


Based on the in-depth assessment by Cushion Employer Services of the MCC CEO's compensation package considering peer compensation and the competitiveness of the market for top talent, the Convention Center Authority Executive Committee unanimously voted to increase the MCC CEO's base salary from \$226,000 to \$304,000. The increase will be made in three installments as follows:

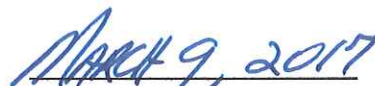
April 1, 2017 -	\$26,000
July 1, 2017-	\$26,000
October 1, 2017-	<u>\$26,000</u>
 Total Increase-	 \$78,000

### Bonus

Based on the in-depth assessment by Cushion Employer Services of the appropriate maximum bonus percentage that should be achievable by the MCC CEO considering peer compensation and the competitiveness of the market for top talent, the Convention Center Authority Executive Committee unanimously voted to establish 20% of base salary as the maximum bonus the MCC CEO could achieve in a given year based on results. Further, based on the outstanding results achieved by the MCC CEO in 2016, the Convention Center Authority unanimously voted to award the MCC CEO a 20% bonus calculated and paid as follows:

April 1, 2017-  $20\% \times \$226,000$  (current base salary) = \$45,200

  
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 Marty G. Dickens  
 Chair-Convention Center Authority

  
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 Date