

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

**Board of Directors Meeting Minutes
Thursday July 21, 2022 | 10:30 am
Bridgestone Arena – Music City Meeting Room**

Attendees

Members: Cathy Bender (Chair), Frank Harrison (Vice Chair), Emmett Wynn (Secretary/Treasurer), Kim Adkins, Don Deering, Jad Duncan, Glenn Farner, Melvin Gill, Dan Hogan, Winston Justice, Aaron McGee, Anna Page, Michael Zerah

Staff: Monica Fawknorton (ED), Valda Barksdale, Bob Lackey, Melissa Wells, Joshua Thomas (Metro Legal), Lexie Ward (Metro Legal)

Visitors: Adam English (Sounds), Adam Nuse (Titans), Art Bodenhamer (Former Board Member), Austin Dozier (MLR TN), Bob Flynn (Titans), Cole Durio (CPS), Diamond Bell (SUN), Dominique Arrieta (GHP), Doug Scopel (Sounds), Eli Motycka (Nashville Scene), Ilesha Montesrin (Former Staff), James Morrison (Barton Malow Builders), Jim Pustejovsky (CPS), Joe Kennedy (Nashville SC), Katie Cafiero (Preds), Kevin Wilson (Predators), Kyle Clayton (Preds), Michell Bosch (Metro Finance), Ron Gobbell (GHP), Ross Florey (5th3rd Bank), Savanna Howie (Titans), Shannon Myers (Titans), Steven Boero (The Sports Credential), Tom Cross (Metro Legal), Will Farner (SELDL)

Call to Order

Chair Bender called the meeting to order by welcoming all to Bridgestone Arena and thanking the Predators for hosting.

Consider Approval of Minutes from June 16, 2022 Meeting

Chair Bender asked if there were additions or corrections to the June 16, 2022 meeting minutes. **There being none, upon a motion made by Director Hogan and seconded by Director McGee, the board approved the minutes from the June 16, 2022 meeting.**

Executive Director's Report

After briefly summarizing the meeting's agenda, ED Fawknorton alerted the board that a fully executed copy of *Resolution No. RS2022-1604 recognizing the 50th anniversary of the passage of Title IX on June 23, 2022* is included in their materials. It is an appreciation memento from the Metro Council for the board's year-long celebration and recognition of Title IX trailblazers. Further, she reported that the search for a Special Events Coordinator was conducted and Brandon Little will join the staff on August 15. He currently serves as Event Coordinator for the Office of Athletics at Arkansas State University.

The requested funding from Metro Council has been received for seat replacements at First Horizon Park. It is anticipated that the procurement process will be finalized within the next week. Additionally, ED Fawknorton reported that the consultant's presentations to the WNBA and NWSL for the Women's Professional Sports Initiative are complete and that she and Advisory Committee Chair Margaret Behm are working alongside CAA ICON to identify an appropriate time to follow up with the leagues.

Attorney Joshua Thomas gave an update on Metro's Public Records Policy. In the past, upon receipt of a public records request, staff would gather records and then forward to legal for review. Once the records were reviewed by the legal team the documents were then forwarded to the requestor via email.

There have been no changes to the policy, however, full implementation of processes adopted by Metro's Public Records Commission will be adhered to moving forward. The policy states that records will be made available for inspection at the Metro Clerk's office located in the Metro Courthouse. Should a requestor prefer copies they will incur an hourly rate (minus the first hour) for time spent gathering and reviewing records plus 15 cents for black & white copies and 50 cents for color copies. Due to the high volume of request for public records and the abundance of time pulled away from day-to-day office operations, the Public Records Act Policy is now being fully implemented.

Nissan Stadium Condition Study Update, Tom Cross, Metro Deputy Law Director

Mr. Cross reported that the Metro Council allocated \$200k in the FY23 budget for an independent condition and assessment study of Nissan Stadium as it relates to the city's current lease obligations. The Titans have provided an estimation of cost for repairing the stadium and Metro Council is seeking an independent condition study for comparison purposes. Due to time constraints, an RFP will not be issued and Venue Solutions Group (VSG) will perform the assessment under an exception afforded to Metro's Law Department who is leading the procurement. VSG will be asked to assess the requirements of bringing the stadium to the lease-required standard and maintaining it at that condition through the end of the lease in 2038. VSG conducted a condition assessment in 2017 and is familiar with the stadium.

The proposal received from VSG to complete the assessment is \$250k, however Mr. Cross noted he is confident that the additional funding will be made available from other sources. Director Hogan questioned the timeframe for hiring the consultants to avoid delays and additional cost. Mr. Cross reported that the urgency has been expressed to VSG and they have proposed approximately 14 weeks to complete the assessment and write the report due to the nature of scheduling VSG's out of town associates at a time convenient to the Titans. It is likely that a stadium renovation or new build will incur additional cost due to the rising cost of construction labor and materials. Director Gill questioned whether other local firms were considered and he requested Ron Gobbell's professional opinion of VSG. Given VSG is familiar with the stadium and due to the urgency in completing the project, no other firms were considered. Mr. Gobbell noted that VSG is a qualified firm who were involved in building the Rams NFL stadium in Los Angeles and they have extensive knowledge of maintaining facilities in specified conditions. Director Adkins inquired about the source of the additional funding. Mr. Cross indicated that there is a project currently underway on the east bank where the investors have an interest in contributing to the condition assessment project given the stadium's outcome will directly impact their efforts. A second source would come from a fund administered by Mr. Cross' office that is used specifically for projects requiring certain levels of expertise. The additional funding would be reimbursed from the bonds issued to fund either Nissan Stadium's rebuild or build new project. In closing, he noted that the condition study may also require comparisons of other facilities and that widening the scope will incur additional costs that have not been disclosed.

Finance Committee Report, Director Harrison

Director Harrison reported that during the Finance Committee meeting earlier this morning the following items were discussed:

- A. A proposed resolution authorizing & approving salary updates for FY23: The Metro Council adopted a resolution approving the Mayor's FY 23 pay plan which includes 4.5% Cost Of Living Adjustment (COLA) and a 3% merit pay increase. Also, as a result of a compensation study, Metro HR has changed several pay grades, including the position of Finance Manager Melissa Wells which will result in an additional increase of 6.14%.

The COLA and merit increases were automatically applied to ED Fawknorton's and Administrative Officer Valda Barksdale's salary but not to Finance Manager Melissa Wells nor Finance Consultant Bob Lackey (a Metro Retiree). The Finance Committee is recommending salary updates consistent with the Mayor's pay plan for Ms. Wells to be funded by the Arena Account and Mr. Lackey's to be funded by the Arena Revenue Fund. The Finance Committee is also recommending approval to transfer Mr. Lackey from a temporary part-time employee (Metro retirees can work no more than 19.5 hours/week) to permanent part-time as a result of the department's continued need for his financial services. **Upon a motion made by Director Adkins and seconded by Director Wynn, the Authority voted to approve the resolution authorizing and approving salary updates for FY23.**

- B. A proposed resolution granting MFP Baseball, LLC the Right to use ten parking dates allocated to the Sports Authority at State of Tennessee Parking Garage and authorizing the request of an additional twenty-five parking dates from the state of Tennessee at the expense of and for the use and benefit of MFP Baseball, LLC The Sounds are negotiating a winter event at First Horizon Park; one that will require additional parking dates. To accommodate the volume of attendees at several anticipated events, the Finance Committee is recommending approval of the Sounds request for the use of ten parking dates allocated to the Sports Authority and an additional twenty-five allocated to the State of Tennessee. **Upon a motion made by Director Deering and seconded by Director McGee, the Authority voted to approve the resolution granting MFP Baseball, LLC the right to use ten parking dates allocated to the Sports Authority at the State of Tennessee Parking Garage and authorizing a request of an additional twenty-five parking dates from the State of Tennessee at the expense of and for the use and benefit of MFP Baseball, LLC.**
- C. Consider a resolution approving a side letter agreement to the Lease Agreement between the Sports Authority and Powers Management, LLC In an effort to allow additional time to address various items related to consideration of the Side Letter, **the Finance Committee approved postponement until the next meeting.**
- D. Bridgestone Arena Capital Asset Management Plan (CAMP) 2022 In accordance with the lease agreement between Powers Management and the Sports Authority, the CAMP is submitted annually which addresses maintaining the Arena and its premises at certain standards. Several highlights were presented to the Finance Committee including: Mechanical, Electrical, Plumbing & Fire Protection updates in 2021; Audio Visual & IT in 2019; and Large Scale Visual Audio Enhancement approved in 2018. Despite the Arena's age of 25 years the building is in very good condition and displays evidence of a well-executed Preventative Maintenance Program.

Geodis Park Infrastructure Project Update, Jim Pustejovsky, Capital Project Solutions (CPS)

Mr. Pustejovsky reported there are approximately six weeks remaining on the infrastructure construction project. Approximately 90% of funds allocated to the project have been utilized and it is anticipated that the project will be completed within budget. Construction cost for the project has not been impacted by increases in fuel nor supply chain issues due to wise budgeting and purchasing of materials a year in advance.

The SMW DBE status goals are 15% for construction and 15% for design. As of April, both are above target: the construction participation is 20% and design is 16%. There is a total of 34 SMWBE firms working on the project; 29 of them (out of 34) are Tennessee based. The breakdown of the status of SMWDBE firms is 8 MBE; 10 SBE and 16 WBE.

Cole Durio, CPS Project Manager gave a drone video tour of the infrastructure project. He noted that several areas have been completed including: the water lines, entrance to the new bridge, binder paving, light poles are installed as well as parallel parking stalls on Benton Ave. Asphalt paving will commence in late August and the sidewalks on Wedgewood Ave are nearing completion. The team is coordinating a final inspection of the bridge with NDOT for early August and water testing is underway by Metro Water. Landscaping is ongoing, however, due to extreme heat conditions, completion has been delayed. Curb and gutter installations are also underway and hardscaping on Benton Ave is nearing completion. The anticipated project completion date is early September.

Director Fawknottson noted that Kimley-Horn, the designers of the project, have been extremely complimentary of the progress, outcomes and the great work done by CPS and GHP.

Facility Update

The Music City Gran Prix (IndyCar race) will take place in downtown Nashville August 5-7, 2022. Hosted by the Titans, all Nissan Stadium parking lots are reserved for the event August 4 – August 8.

Bridgestone Arena Report, Kyle Clayton, Sr. VP, Operations

Mr. Clayton reported that maintenance has been completed on the flooring and the ice is being returned today. The Arena was number one in ticket sales for 2021 and opened safely and quickly post Covid Pandemic. Mr. Clayton reported that David Kells, EVP of Entertainment, was recently named Pollstar's Venue Executive of the Year at the 33rd Annual Pollstar Awards and the Arena won Academy of Country Music Awards' Arena of The Year at their 57th annual awards program in May. The arena finished 3rd in US ticket sales and 4th in the world for the first half of 2022. There are over forty events scheduled for the remainder of the year.

Kevin Wilson, Director of Communication, gave an update on the team reporting on several trades and draft picks including a 2-time Stanley Cup Champion, a 40-goal scorer and an all-star former captain and NHL Awards Finalist. Additionally, player David Legwand and General Manager David Poile will be inducted into the TN Sports Hall of fame on Saturday.

Wilson continued that the pre-season will end in Switzerland, the regular season will begin in Prague, Czech Republic and the draft will be hosted in Montreal, Canada. Also, the Predators held their Development Camp at Centennial Sportsplex and at Bridgestone Arena which included on and off ice training, educational seminars, team building seminars and a give-back to the community day. Rookie players will report to work September 14 and the Veterans report September 21.

Courtnei Mosley, VP HR reported on the GUIDER (Growth, Understanding, Inclusion, Diversity, Equality & Representation) Committee Initiatives. The committee is comprised of staff from various departments and works year-round to form connections with under-represented groups in the community and utilize resources to implement change. One of their goals is to introduce the under-represented to the world of hockey through community activities.

Ms. Mosley also reported on employee focus groups which work to identify resources to promote continuous learning among staff; one of them being the Wheel Chair Challenge scheduled for July 26. Wheelchairs will be issued to all participating employees who will spend a full day in a wheelchair exercising their normal daily routines. The goal is to help employees become better advocates for those with disabilities and identify areas within the office space where accessibility can be enhanced.

Another important effort underway is the Wellness Initiative which includes both physical and mental health reported Ms. Mosley. Some of the initiatives include: 1) Flexible work environment of 40% remote and 60% in the office; 2) Complimentary employer funded counseling and therapy resources via a 24/7 phone counseling service for employees and their dependents plus an onsite dedicated therapist; 3) A free membership to HeadSpace, an online app offering meditation and mindfulness tips and techniques. Director Zehar questioned the rationale behind the 40/60 work location to which Ms. Mosley stated it was a trial and effort resulting from the Covid Pandemic and feedback from employees. It has been well received by employees and is held in high regard in retaining employees.

In closing Mr. Clayton reported that former governor Bill Haslam has expressed ownership interest in the Nashville Predators and is working with the current majority owner to finalize an agreement. The organization is excited about the new venture which will add more stability to the team.

Other Updates

Director Gill announced that former Director Art Bodenhamer expressed an interest in the possibility of the board honoring Ms. Jean Patton Latimer and Sharrieffa Barksdale in the spirit of the Title IX celebrations and recognition. Chair Bender noted that the board welcomes the opportunity to hear more about these well accomplished athletes.

Adjourn

The next regularly scheduled board meeting will take place at 10:30 a.m. on August 18, 2022 at Nissan Stadium. Staff will keep all posted on whether a Finance Committee meeting will convene earlier that morning.

There being no other business the meeting adjourned.

Respectfully submitted, Valda Barksdale, The Metro Sports Authority

YouTube Link: <https://youtu.be/XK-f8D0o94A>

<https://metronashville.sharepoint.com/sites/SportsAuthority/Shared Documents/P-Drive-Sports Authority/SA BOARD/SA Board Materials/FY23/2022 Sept 15 Board Meetings/Minutes 2022 July 21FINAL.docx>

