



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

AGENDA

Arts Commission Executive Committee

July 14, 2023

10:30 A.M. - 11:30 A.M.

Metro Southeast Building

Antioch Conference Room

1417 Murfreesboro Pike

Nashville, TN 37218

If you have any questions, please e-mail arts@nashville.gov.

Committee Members Present: Matia Powell (Chair), Ellen Angelico (Vice Chair), Dexter Brewer (Secretary), Campbell West, and Daniel Singh (ex-officio, non-voting)

Non-Committee Commissioners Present: Will Cheek, Marianne Byrd, Carol McCoy attending but not voting

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. Call to Order & Welcome 10:30-10:35

-Meeting was called to order at 10:44am

B. Public Comment 10:35-10:45

Persons who write their names on the sign-up sheet provided at the meeting will be allowed to comment on matters that are germane to items on the Agenda. To provide comments, you must sign up prior to the beginning of the meeting.

-One email received and reviewed by Commission

C. Approval of Minutes: May 26, 2023 10:45-10:50

Commissioner Brewer motioned for approval, the motion was seconded by Commissioner Campbell. The Executive Committee unanimously approved the minutes.

D. Action/Discussion Items 10:50-11:15

1) Complete Recommendations for Executive Director Evaluation

A conversation clarified the current base pay salary, which was increased by 6% due to a roll-up. The Commission has the authority to approve a salary increase of up to 15%,

and Ian confirmed that the necessary budget allocations from "Contractors" and "General fund" line items are available to support the maximum increase. A motion to approve a 15% pay increase of \$201,435 was made by Dexter, seconded by Campbell, and approved by the Executive Committee.

However, it was noted that the approval process faced a delay in May's full Commission meeting, and to prevent similar delays in the future, a series of meetings and approvals is scheduled for Thursday, July 20th. Dexter will then receive a DocU Sign for final approval from Shannon Hall. For future evaluations and approvals, the process needs to be initiated before June to ensure timely completion.

E. New/Old Business 11:15-11:20

Hiring & Reclassifications

It was discussed that Ian's position will be split into two roles and reclassified. Currently, Ian has been operating underclass. Skylar will take on the role of HR manager and will also undergo reclassification. However, HR is questioning the reclassification of the Public Arts position, particularly the technical positions. They expressed concerns that Metro Arts is making too many changes simultaneously. At present, there are six open staff positions, with four of them and two contractor positions already posted for hiring.

Metro Legal

During the meeting, it was highlighted that Metro Art's attorneys had changed last year, and the current attorney has been revising grant contracts for grantees. However, with the attorney's term ending on June 30th, final approval for these contracts remains pending. The attorney has sought a review from Grants Compliance regarding concerns about payment rendering before contract execution. Presently, there are 14 out of 55 contracts that remain unexecuted, and the committee considered postponing the second installment of payments until after January 1st. To address the situation and ensure transparency, it was suggested that Daniel document the historical process of the Commission approving fund disbursements and create a separate memo focusing on reclassification discrepancies to improve the contract approval process and compliance.

HR Conversation

Executive Committee & Executive director discussed personnel related challenges.

July 20, 2023 Full Commission Meeting

It was acknowledged that the upcoming Commission meeting on Thursday will present challenges. Matia emphasized the importance of ensuring that everyone who wants to speak is given sufficient time and consideration. Members of the CARE Committee will be in attendance and have the opportunity to share their reports during the meeting.

In the conversation, Ellen expressed the CARE Committee's confusion and misinterpretation of the new grant allocation, particularly in assessing its impact on individual organizations. To improve understanding, it was suggested to use a visual representation divorced from the previous spreadsheet outlining funding scenarios,

making it more digestible for the participants. The committee also agreed to establish expectations with the Commissioners to prepare for the extended duration of the meeting. Dana requested additional recommendations to facilitate the introduction and establishment of the conversation.

Lastly, it was noted that a final decision must be reached on the 20th, and it is essential for all those who have committed to attending the meeting to be present to achieve quorum.

F. Next Meeting 11:20-11:25

The next meeting will be held during FY24 and is to be announced at a later date.

G. Adjourn Meeting 11:25-11:30

The motion to adjourn the meeting 11:30 AM was made by Commissioner Matia Powell and Commissioner Campbell seconded the motion.