

# **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 February 27, 2020 at 9:00 a.m. at the Music City Center, Nashville, Tennessee.

**EXECUTIVE COMMITTEE MEMBERS PRESENT:** Marty Dickens, Irwin Fisher, Vonda McDaniel and Randy Rayburn

**EXECUTIVE COMMITTEE MEMBERS NOT PRESENT:**

**OTHERS PRESENT:** \*Charles Starks and \*Rich Lockwood

Chair Marty Dickens opened the meeting for business at 9:05 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:** Vonda McDaniel made a motion to approve the Executive Committee Meeting Minutes of February 22, 2019. The motion was seconded by Randy Rayburn and approved unanimously by the committee.

Charles Starks discussed implementing the FY'21 Compensation Plan for all staff effective April 4, 2020 and wanted to ask the Finance and Audit Committee for approval at their meeting later in the morning. There was discussion and the Committee agreed on the recommendation to the Finance and Audit Committee.

Music City Center President & CEO Charles Starks reviewed his 2019 goals and accomplishments. Goals for 2020 were reviewed for consideration and there was discussion.

\*Denotes departure of Charles Starks and Rich Lockwood.

Music City Center President & CEO Charles Starks reviewed his 2019 goals and accomplishments. Goals for 2020 were reviewed for consideration and there was discussion.

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**ACTION:** Irwin Fisher made a motion to approve a 2020 Salary increase and bonus for the MCC President & CEO and approval of the proposed 2020 goals (Attachment #1). The motion was seconded by Randy Rayburn 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 10:08 a.m.

Respectfully submitted,



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Charles L. Starks  
President & CEO  
Convention Center Authority

Approved:



Marty Dickens, Committee Chair  
CCA Executive Committee  
Meeting Minutes of February 27, 2020



**MUSIC CITY CENTER  
 RECAP OF PERFORMANCE AGAINST GOALS**

Based on Incentive Compensation Plan  
 Note: Only fill in Hi-lighted cells and worksheet will calculate incentive

Incentive Target 20% 2019  
 Base Salary= \$335,160 \* .2 = \$67,032

	YEAR 2018			YEAR'S GOAL WEIGHTING	INCENTIVE COMPENSATION EARNED	
	PERFORMANCE GOAL	ACTUAL RESULTS	% OF GOAL ACHIEVED		%	\$
Leadership	Discretionary	150	150	20%	30% 0%	\$20,110 \$0
Staffing & Recruitment		150	150	15%	23% 0%	15,417 \$0
Financials		150	150	20%	30% 0%	20,110 \$0
Sales & Promotion		150	150	20%	30% 0%	20,110 \$0
DBE		150	150	15%	23% 0%	15,417 \$0
Board Relations	Discretionary	150	150	10%	15% 0%	10,055 \$0
Total Incentive Earned						\$106,219 - BONUS 2019 \$0

Other comments:

*Marty Dickson*  
 Approved by

2020 BONUS + BASE INCREASE  
 UNANIMOUSLY APPROVED  
 BY EXECUTIVE COMMITTEE  
 2/27/2020

CURRENT BASE \$335,160  
 5% RAISE 16,758  
 NEW BASE-2020 \$351,918  
 AS OF 2/27/2020

*Marty Dickson*  
 CHAIR - CCA