

# **MINUTES OF THE 37<sup>th</sup> MEETING OF THE CONVENTION CENTER AUTHORITY OF THE METROPOLITAN GOVERNMENT OF NASHVILLE & DAVIDSON COUNTY**

The 37<sup>th</sup> meeting of the Convention Center Authority of the Metropolitan Government of Nashville and Davidson County (CCA) was held on February 14, 2013 at 8:00 a.m., in Room 209-210 at the Nashville Convention Center, Nashville, Tennessee.

**AUTHORITY MEMBERS PRESENT:** Marty Dickens, Francis Guess, Ken Levitan, Vonda McDaniel, Willie McDonald, Luke Simons, Mona Lisa Warren, and Vice-Mayor Diane Neighbors, Ex-Officio

**AUTHORITY MEMBERS NOT PRESENT:** Mark Arnold and Leo Waters

**OTHERS PRESENT:** Rich Riebeling, Charles Robert Bone, Charles Starks, Larry Atema, Barbara Solari, Heidi Runion, Erin Hampton, Elisa Putman, Jasmine Quattlebaum, Kristen Heggie, Mark Sturtevant, Roxianne Bethune, Teri McAlister, Natasha Blackshear, Brian Downey, Rich Boyd, Terry Clements, Ryan Johnson, Gary Schalmo, Holly McCall, Patrick Holcombe, Peter Heidenreich, Bob Lackey, Steve Curtis, Sharon Hurt, and Michelle Lane

The meeting was opened for business by Chairman Marty Dickens who 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.

It was announced that the next regularly scheduled meeting is March 7, 2013.

**ACTION:** Vonda McDaniel made a motion to approve the 36<sup>th</sup> Meeting Minutes of January 8, 2013. The motion was seconded by Willie McDonald and approved unanimously by the Authority.

In Mark Arnold's absence, Willie McDonald was asked to report on the Finance & Audit Committee meeting.

In Leo Water's absence, Mona Lisa Warren was asked to report on the Construction & Development Committee meeting.

Mona Lisa Warren was then asked to report on the Marketing & Operations Committee meeting.

Erin Hampton was asked to discuss the pay plan for the Convention Center Authority employees. (Attachment #1)

**ACTION:** Mona Lisa Warren made a motion to accept the recommendation of the Marketing & Operations Committee and approve the pay grades and classifications as presented. The motion was seconded by Luke Simons and approved unanimously by the Authority.

Ms. Hampton then reported on the benefit recommendations. (Attachment #2 and #3)

**ACTION:** Mona Lisa Warren made a motion to accept the recommendation of the Marketing & Operations Committee and approve the employee benefit plans as presented. The motion was seconded by Luke Simons and after discussion was approved unanimously by the Authority.

Ms. Hampton then discussed the retirement plan. (Attachment #3)

**ACTION:** Mona Lisa Warren made a motion to accept the recommendation of the Marketing & Operations Committee and approve the retirement plan as presented to be administered by Avondale Partners. The motion was seconded by Luke Simons and after discussion approved unanimously by the Authority.

Charles Starks then shared the 2012 Nashville Convention Center survey results. (Attachment #3)

The Authority recognized the staff of the Nashville Convention Center for doing a remarkable job in maintaining the integrity of Nashville's Convention Center and we are equally optimistic that they will do so in our new facility and it's on behalf of a grateful board and a grateful community we commend the staff.

Vonda McDaniel was then asked to report on the DBE & Procurement Committee meeting.

**ACTION:** Vonda McDaniel made a motion recognizing that it is the Authority's policy to provide assistance to Small, Minority-Owned, and Woman-Owned Business Enterprises and adopting a DBE goal of not less than 20% for the operations of the Music City Center, to be applied and calculated as it is currently done for the Nashville Convention Center. The motion was seconded by Willie McDonald and after discussion was approved unanimously by the Authority.

Rich Riebeling then discussed a new police precinct on Korean Veterans Boulevard by the NES substation and improvements to the Bridgestone Arena facing the MCC and having those two projects coordinated by and with the assistance of the Convention Center Authority. There was discussion.

Rich Boyd and Brian Downey were then asked to report on the MCC art program and there was discussion. (Attachment #3)

\* Denotes the departure of Vice-Mayor Diane Neighbors

Mr. Boyd then shared information on the commemorative plaque design after which Holly McCall discussed the text on the plaque. (Attachment #3 and #4) There was discussion.

**ACTION:** Luke Simons made a motion approving the commemorative plaque format and design, with the changes discussed this morning, and authorizing the project staff to proceed with the acquisition and development of the plaque. The motion was seconded by Willie McDonald and after discussion was approved unanimously by the Authority.

Larry Atema gave an update on the project team staff contracts and renewals.

Charles Starks was then asked to give a report on RFP awards. He discussed the emergency medical technicians, security, and the business center.

**ACTION:** Vonda McDaniel made a motion (i) accepting the recommendation of the evaluation committee and (ii) authorizing Charles Starks to negotiate and execute an agreement with Med Star Medical Staffing for emergency technician services on substantially the same terms as set forth in the RFP and considered this day. The motion was seconded by Willie McDonald and after discussion was approved unanimously by the Authority.

**ACTION:** Mona Lisa Warren made a motion (i) accepting the recommendation of the evaluation committee and (ii) authorizing Charles Starks to negotiate and execute an agreement with Brantley Security Services for event and in-house security services on

substantially the same terms as set forth in the RFP and considered this day. The motion was seconded by Willie McDonald and approved unanimously by the Authority.

**ACTION:** Mona Lisa Warren made a motion (i) accepting the recommendation of the evaluation committee and (ii) authorizing Charles Starks to negotiate and execute an agreement with the UPS Store for a business service center on substantially the same terms as set forth in the RFP and considered this day. The motion was seconded by Willie McDonald and the Authority approved the motion by a vote of 6-1 with Francis Guess voting no.

There was additional discussion regarding RFPs.

Charles Starks reported on tax collections. (Attachment #3)

Chairman Dickens reminded everyone that the Music City Center grand opening ceremonies are scheduled for May 19-20, 2013.

With no additional business a motion was made to adjourn, with no objection the CCA adjourned at 9:52 a.m.

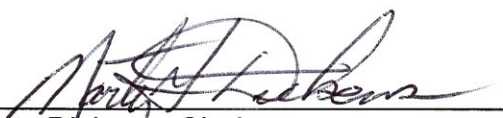
Respectfully submitted,



---

Charles L. Starks  
President & CEO  
Convention Center Authority

Approved:



---

Marty Dickens, Chairman  
CCA 37<sup>th</sup> Meeting Minutes  
of February 14, 2013

Pay Grades

| Pay Grade | Minimum       | Maximum       |
|-----------|---------------|---------------|
| CCA 1     | \$ 20,850.00  | \$ 38,040.00  |
| CCA 2     | \$ 25,200.00  | \$ 45,000.00  |
| CCA 3     | \$ 27,400.00  | \$ 53,880.00  |
| CCA 4     | \$ 34,300.00  | \$ 63,840.00  |
| CCA 5     | \$ 37,800.00  | \$ 81,120.00  |
| CCA 6     | \$ 42,400.00  | \$ 73,320.00  |
| CCA 7     | \$ 45,600.00  | \$ 75,000.00  |
| CCA 8     | \$ 41,600.00  | \$ 85,560.00  |
| CCA 9     | \$ 55,800.00  | \$ 90,120.00  |
| CCA 10    | \$ 61,100.00  | \$ 95,880.00  |
| CCA 11    | \$ 63,200.00  | \$ 165,360.00 |
| CCA 12    | \$ 77,600.00  | \$ 169,440.00 |
| CCA 13    | \$ 103,700.00 | \$ 153,960.00 |
| CCA 14    | \$ 132,700.00 | \$ 189,480.00 |
| CCA 15    | \$ 162,600.00 | \$ 253,080.00 |

Pay Grades by Division

| <b>ADMINISTRATION</b>                   | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
|---|------------------|---------------|---------------|
| President/CEO                           | CCA 15           | \$ 162,600.00 | \$ 253,080.00 |
| Executive Assistant                     | CCA 7            | \$ 45,600.00  | \$ 75,000.00  |
| Vice President of Human Resources       | CCA 12           | \$ 77,600.00  | \$ 169,440.00 |
| Human Resources Coordinator             | CCA 5            | \$ 37,800.00  | \$ 81,120.00  |
| Training Coordinator                    | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
|   |                  |               |               |
| <b>MARKETING &amp; PUBLIC RELATIONS</b> | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Marketing & Public Relations Director   | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Communications Coordinator              | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
| Social Media Assistant                  | CCA 3            | \$ 27,400.00  | \$ 53,880.00  |
|   |                  |               |               |
| <b>SENIOR VICE PRESIDENT</b>            | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Senior Vice President                   | CCA 14           | \$ 132,700.00 | \$ 189,480.00 |
| Executive Assistant - Vice President    | CCA 6            | \$ 42,400.00  | \$ 73,320.00  |
| Contract Administrator                  | CCA 7            | \$ 45,600.00  | \$ 75,000.00  |
| Sustainability Coordinator              | CCA 5            | \$ 37,800.00  | \$ 81,120.00  |
| Director of Purchasing/DBE              | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Warehouse Coordinator                   | CCA 5            | \$ 37,800.00  | \$ 81,120.00  |
| Shipping & Receiving Clerk              | CCA 2            | \$ 25,200.00  | \$ 45,000.00  |
|   |                  |               |               |
| <b>SALES</b>                            | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Vice President of Sales                 | CCA 12           | \$ 77,600.00  | \$ 169,440.00 |
| Administrative Assistant - Sales        | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
| Director of Sales                       | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Sales Manager                           | CCA 9            | \$ 55,800.00  | \$ 90,120.00  |
| Sales Assistant                         | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
| Research Assistant                      | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
|   |                  |               |               |
| <b>EVENT &amp; GUEST SERVICES</b>       | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Director of Event Services              | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Guest Experience Manager                | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
| Senior Event Manager                    | CCA 10           | \$ 61,100.00  | \$ 95,880.00  |
| Event Manager                           | CCA 8            | \$ 41,600.00  | \$ 85,560.00  |
| Ambassador                              | CCA 1            | \$ 20,850.00  | \$ 38,040.00  |
| Event Coordinator                       | CCA 2            | \$ 25,200.00  | \$ 45,000.00  |
| Staff Scheduling Coordinator            | CCA 2            | \$ 25,200.00  | \$ 45,000.00  |
| Signage & Graphics                      | CCA 2            | \$ 25,200.00  | \$ 45,000.00  |
| Administrative Assistant (Events)       | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
|   |                  |               |               |
| <b>OPERATIONS</b>                       | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Vice President of Operations            | CCA 13           | \$ 103,700.00 | \$ 153,960.00 |
| Administrative Assistant (Operations)   | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
|   |                  |               |               |
|   |                  |               |               |
|   |                  |               |               |

Pay Grades by Division

| <b>ENGINEERING</b>                  | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
|-------------------------------------|------------------|---------------|---------------|
| Director of Engineering             | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Engineering Manager                 | CCA 8            | \$ 41,600.00  | \$ 85,560.00  |
| Engineering Supervisor              | CCA 7            | \$ 45,600.00  | \$ 75,000.00  |
| Engineering Technician              | CCA 6            | \$ 42,400.00  | \$ 73,320.00  |
| Building & Grounds Maintenance      | CCA 1            | \$ 20,850.00  | \$ 38,040.00  |
|                                     |                  |               |               |
| <b>FACILITIES</b>                   | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Director of Facilities              | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Housekeeping Manager                | CCA 5            | \$ 37,800.00  | \$ 81,120.00  |
| Housekeeping Supervisor             | CCA 2            | \$ 25,200.00  | \$ 45,000.00  |
| Housekeeping Staff                  | CCA 1            | \$ 20,850.00  | \$ 38,040.00  |
| Set Up Manager                      | CCA 7            | \$ 45,600.00  | \$ 75,000.00  |
| Set up Supervisor                   | CCA 6            | \$ 42,400.00  | \$ 73,320.00  |
| Set up Staff                        | CCA 1            | \$ 20,850.00  | \$ 38,040.00  |
|                                     |                  |               |               |
| <b>TECHNOLOGY SERVICES</b>          | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Director of Technology              | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Technology Manager                  | CCA 10           | \$ 61,100.00  | \$ 95,880.00  |
| Technology Supervisor               | CCA 5            | \$ 37,800.00  | \$ 81,120.00  |
| Network Technician                  | CCA 3            | \$ 27,400.00  | \$ 53,880.00  |
|                                     |                  |               |               |
| <b>SAFETY &amp; SECURITY</b>        | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Director of Safety & Security       | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Safety & Security Manager           | CCA 6            | \$ 42,400.00  | \$ 73,320.00  |
| Safety & Security Supervisor        | CCA 3            | \$ 27,400.00  | \$ 53,880.00  |
| Safety & Security Officer           | CCA 1            | \$ 20,850.00  | \$ 38,040.00  |
| Risk Manager                        | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
| Parking Services Supervisor         | CCA 5            | \$ 37,800.00  | \$ 81,120.00  |
|                                     |                  |               |               |
| <b>FINANCE &amp; ADMINISTRATION</b> | <b>Pay Grade</b> | <b>Min</b>    | <b>Max</b>    |
| Vice President of Finance & Admin   | CCA 13           | \$ 103,700.00 | \$ 153,960.00 |
| Director of Finance & Admin         | CCA 11           | \$ 63,200.00  | \$ 165,360.00 |
| Administrative Assistant - Finance  | CCA 4            | \$ 34,300.00  | \$ 63,840.00  |
| Accountant                          | CCA 7            | \$ 45,600.00  | \$ 75,000.00  |
| Accounting Clerk                    | CCA 3            | \$ 27,400.00  | \$ 53,880.00  |
| Accounts Receivable/Credit          | CCA 2            | \$ 25,200.00  | \$ 45,000.00  |
| Exhibitor Services Manager          | CCA 8            | \$ 41,600.00  | \$ 85,560.00  |
| Exhibitor Service Representative    | CCA 3            | \$ 27,400.00  | \$ 53,880.00  |





**Metro Benefits /Cushion/CCA Recommendations**

| Benefit                                   | Metro   | Cushion  | CCA   |
|---|---|--|---|
| <b>Leave Time</b>                         | <p><b><u>Vacation</u></b><br/>           Hire - 5 years -10 days<br/>           6 – 10 years - 15 days<br/>           Add 1 day a year beginning in the 11<sup>th</sup> year up to 20 years - 25 days</p> <p>*Maximum accrual rate of 3x annual accrual rate</p> <p><b><u>Sick Leave</u></b><br/>           Accrue 1 day per month with maximum of 120 days. Any days eared in exceed of the 120 are placed in a bank to be applied as credit towards service pension</p> <p><b><u>Personal Leave</u></b><br/>           May convert 3 sick days per year to personal days with a balance of 24 days.</p> | <p><b><u>Vacation</u></b><br/>           0 – 1 year 40 hrs/5 days<br/>           2 - 4 years 80 hrs/10 days<br/>           5 – 10 years 120 hrs/15 days<br/>           11 yrs &amp; up 160 hrs/20 days</p> <p>*Maximum accrual rate of 80 hours (10 days)</p> <p><b><u>Sick Leave</u></b><br/>           Accrue 1 day per month with maximum of 24 days of accrual and carryover.</p> <p><b><u>Personal Leave</u></b><br/>           Recommend combining sick and personal, may use 3 days of sick annually for personal reasons</p> | <p>Agree with Cushion’s recommendation</p> <p>Would recommend maximum of 40 days accrual and carryover</p> <p>Agree with Cushion’s recommendation</p> |
| <b>Holidays</b>                           | <p><b>10 Holidays:</b><br/>           New Year's Day<br/>           Martin Luther King, Jr.<br/>           President's Day<br/>           Memorial Day<br/>           Independence Day<br/>           Labor Day<br/>           Thanksgiving Day<br/>           Friday After Thanksgiving<br/>           Christmas Eve<br/>           Christmas Day</p>  | <p><b>10 Holidays:</b><br/>           Same as Metro but remove President’s Day and replace with Floating Holiday</p>   | <p>Agree with Cushion’s recommendation</p>  |
| <b>457 (b) Deferred Contribution Plan</b> | <ul style="list-style-type: none"> <li>Employee contributes to individual Deferred Compensation Plan for retirement.</li> <li>All employee contribution no employer match.</li> </ul>   | <ul style="list-style-type: none"> <li>Employee contributes to individual Deferred Compensation Plan for retirement.</li> <li>All employee contribution no employer match.</li> </ul>  | <p>Agree with Cushion’s recommendation</p>  |
| <b>Retirement</b>                         | <p><b>Normal Retirement:</b><br/>           Benefits begin at age 60 once your age plus your years of service equal 85 points or at age 65 with 5 years of service.</p>   | <p><b>401 (k) Tiered Contribution Plan:</b></p> <ul style="list-style-type: none"> <li>Employer matches up to 100% - up to 3% of employee’s salary</li> <li>Employer matches up to 50% - up to 5% of</li> </ul>  | <p>Agree with Cushion’s recommendation</p> <p>Recommending Avondale Partners as provider.</p>   |

## Metro Benefits /Cushion/CCA Recommendations

|  |   |  |   |
|--|---|--|---|
|  | <p><b>Early Retirement:</b><br/>                 Reduced benefits begin at age 50 once you have 10 years of service<br/>                 Receive 4% reduction per year for each of the first five years you retire early and an 8% reduction for each year over five years with a maximum reduction of 60%.</p>   | <p>employee's salary</p> <ul style="list-style-type: none"> <li>• Vesting<br/>                     Years of Service =<br/>                     Vesting Portion<br/>                     1 year – 0%<br/>                     2 years – 20%<br/>                     3 years – 40%<br/>                     4 years – 60%<br/>                     5 years – 80%<br/>                     6 years – 100%</li> </ul> | <p>Will be able to continue payroll deductions</p>                            |
| <p><b>Insurance Packages</b></p>         | <p><b><u>Metro Pays 75%;<br/>Employee 25%</u></b></p> <p>Employees must enroll in medical &amp; dental unless proof of insurance is provided by employee; \$50,000 in life insurance is provided at no cost to employees.<br/>                 Employees are offered two medical &amp; dental plans to choose from.</p> <p><b><u>Optional Insurances Offered:</u></b><br/>                 Vision<br/>                 Additional Life Insurance<br/>                 Short-Term Disability<br/>                 Long-Term Disability<br/>                 Long-Term Care</p> <p>(Flexible Spending Account) – not currently available for CCA employees.</p> | <ul style="list-style-type: none"> <li>• Recommended to continue to provide all allowable benefits from Metro</li> </ul>   | <p>Agree with Cushion's recommendations</p>                                   |
| <p><b>Longevity</b></p>                  | <p>Employees begin receiving longevity payment at the end of the 5<sup>th</sup> year of employment. Longevity payment begins at \$110.00, ending at 20<sup>th</sup> year maximum of \$935.00</p>  | <p>No recommendation provided</p>  | <p>End program but use to fund bonus program</p>                              |
| <p><b>Flexible Spending Accounts</b></p> | <p>Employees are offered FSA program in which they can choose from two accounts – Health Care FSA and a</p>   | <p>Recommended that such benefit be included in the benefit package.</p>   | <p>Agree with Cushion's recommendation and working on additional research</p> |

**Metro Benefits /Cushion/CCA Recommendations**

|                                    |  |   |  |
|------------------------------------|--|---|--|
|                                    | Dependent Care FSA and may contribute as little as \$240 or as much as \$2,500 per year to the Health Care FSA and \$5,000 per year to Dependent Care FSA. |   |  |
| <b>Employee Assistance Program</b> | Employees are offered the benefit at no cost, 100% employer funded.  | Recommended to continue with benefit.   | Agree with Cushion's recommendation              |
| <b>Tuition Assistance</b>          | Currently not provided as a benefit.   | Recommended that such benefit be included in package.   | Need to evaluate cost                            |
| <b>Identify Theft Protection</b>   | Currently not provided as a benefit  | Recommendation that such benefit be included in package with portion paid by employee contribution. | Need to evaluate cost                            |
| <b>Parking Assistance</b>          | Currently not provided as a benefit  | Parking will be included as part of the overall benefits package.                                   | Already included as part of benefits – no change |
| <b>Uniforms</b>                    | Some individual departments do fund the uniforms for employees.  | Uniforms will be provided for employees as required.  | Already included as part of benefits – no change |



## Convention Center Authority



February 14, 2013

## Appeal of Decisions

**Appeal of Decisions from the Convention Center Authority**— 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.



## Finance & Audit Committee



## Construction & Development Committee



## Marketing & Operations Committee



## Benefit Recommendations

## Vacation Time

- 0-1 year – 5 days (40 hours)
- 2-4 years – 10 days (80 hours)
- 5-10 years – 15 days (120 hours)
- 11 yrs and over – 20 days (160 hours)
  - Maximum carryover of 80 hours (10 days)
- Recommended effective 3/1/2013.
- Allow current employees with time on the books to use time as of 6/30/2013 or be paid out for accrued time as of 6/30/2013.

## Sick Time

- Accrue 1 day per month with maximum of 40 days of accrual and carryover.
- Recommended effective date 3/1/2013.
- Differs from Cushion's recommendation.
- 40 days allows paid time for most short term absences.
- Metro employees upon reaching the 40 days accrual will be allowed to place all extra days into a sick bank for pension purposes. CCA employees will forfeit sick time after maximum accrual is reached.

## Personal Leave

- Allow 3 days of sick leave to be used as personal leave annually

## Holidays

- 10 Holidays as before:
  - New Year's Day
  - Martin Luther King Jr. Day
  - President's Day
  - Memorial Day
  - Independence Day
  - Labor Day
  - Thanksgiving Day
  - Day After Thanksgiving
  - Christmas Eve
  - Christmas Day
- **Change:** Remove President's Day and replace with Floating Holiday to be used at any time during that year.

## FSA

- Implement an FSA plan

## Longevity

- Discontinue longevity effective December 31, 2012.
- Use money for help fund bonus plan.
- Allow all employees access to funds rather than only those with more than five years of service.

## Later Date:

- Further research needed on:
  - 457 plan
  - Tuition Assistance
  - Identify Theft Protection Plan



## Retirement Plan

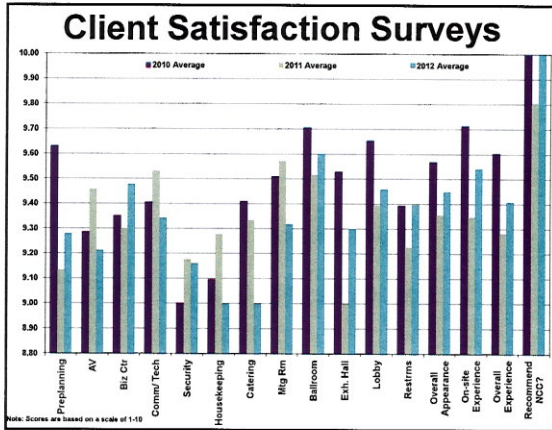
- Recommend moving forward with a 401(k) Tiered Contribution retirement plan with an effective date of May 1, 2013.
- Recommending Avondale Partners as provider.

## Retirement Plan (cont)

- Up to 3% of salary that the employee designates, CCA will match at 100%.
- For 4-5% of salary that the employee designates, CCA will match at 50%.
- For example, employee earns \$25,000 annually. The employee chooses to contribute 5% of their salary to the 401(k) fund. CCA will therefore match the following amounts:
  - First 3% (100%) - \$750.00
  - Next 2% (50%) - \$250.00
  - Total CCA Match : \$1,000.00
  - Total Employee Contribution: \$1,250.00

## Retirement Plan (cont)

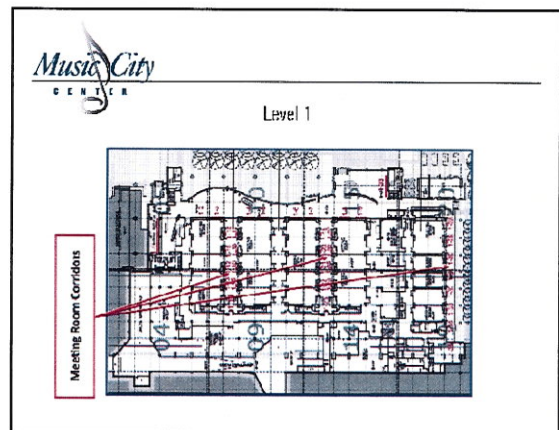
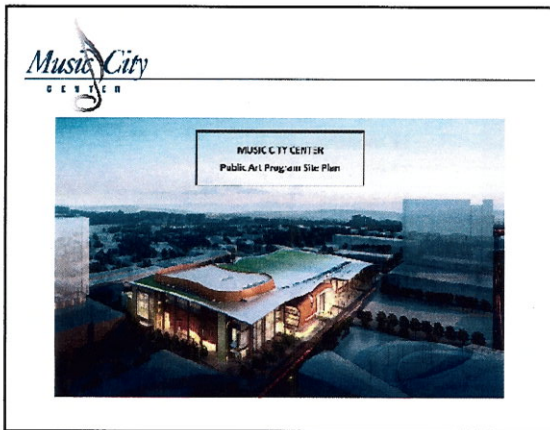
- Vesting recommendation:
  - 12 months – 20 %
  - 24 months – 40%
  - 36 months – 60%
  - 48 months – 80%
  - 60 months – 100%



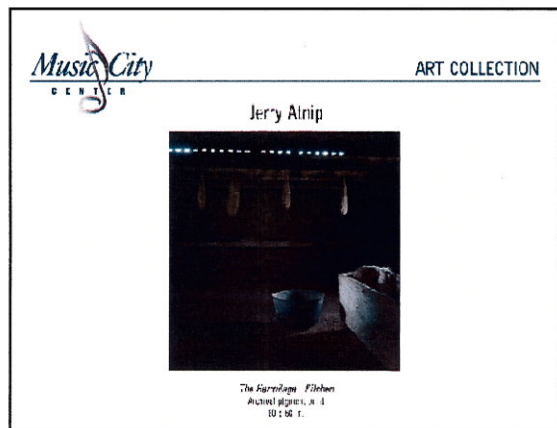
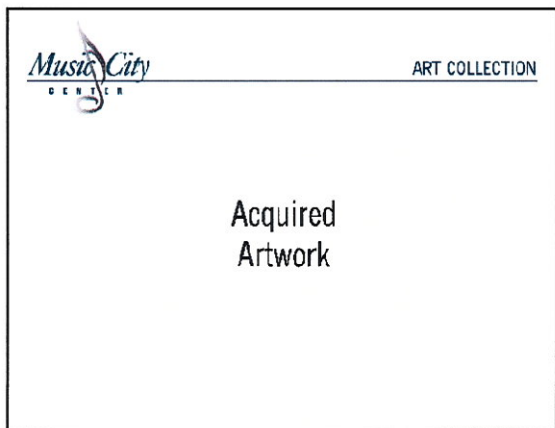
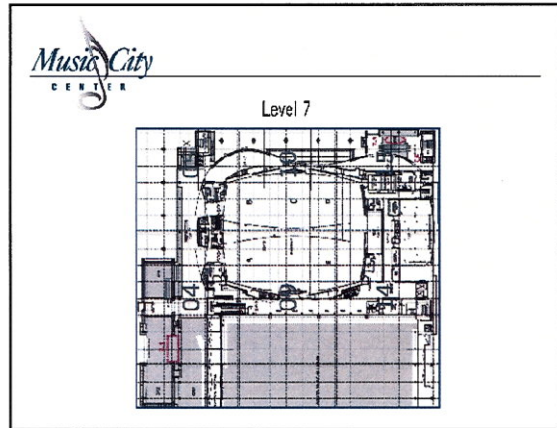
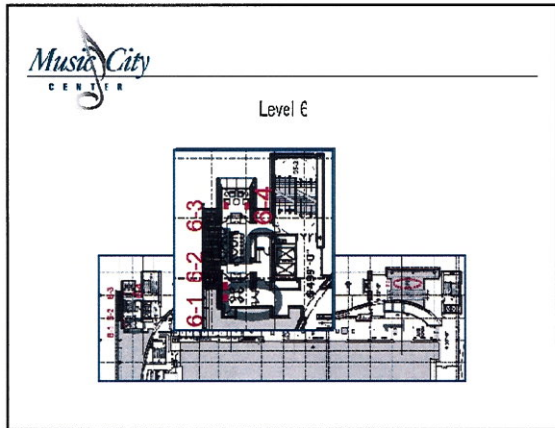
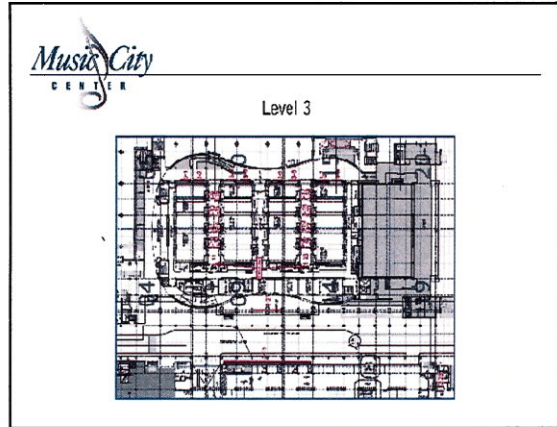
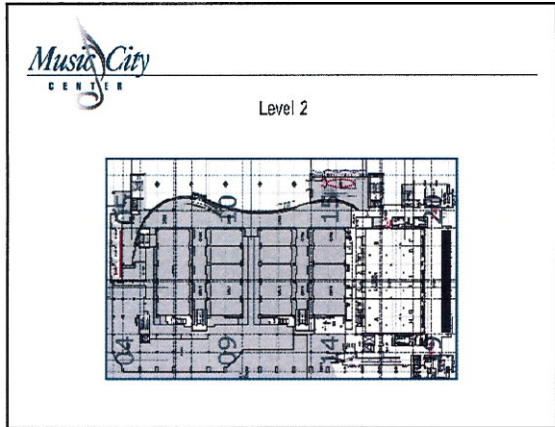
*Music City*  
CENTER

### Music City Center Art Program

- Music City Center Art Collection
- Commissioned Art
- Art Program Projects and Activities
- Music City Center Plaque







**Music City CENTER** ART COLLECTION

**Bob Delevante**

*Clockwise from top left: Empty Closet, Blue Light Bulb, The Trash Can, The Bookshelf*  
20 x 20 in. Lush (paperweight)

**Music City CENTER** ART COLLECTION

**Bob Schatz**

*On the left: Domes, Dwellings, Presbyterian Chapel*  
Architectural print on silk  
4 x 4 ft. 1987

*In the middle: Tennessee State Capitol*  
Architectural print on silk  
20 x 20 in. 1987

*On the right: Aaron Douglas Collins, Knoxville Post, East Tennessee State University*  
Architectural print on silk  
20 x 20 in. 1987

**Music City CENTER** ART COLLECTION

**Mike Smith**

*On the left: Pines Flats*  
Archival pigment print  
30 x 34 in.

*On the right: Brown's Creek*  
Archival pigment print  
30 x 34 in.

**Music City CENTER** ART COLLECTION

**Samuel Dunsor**

*On the left: Due to the First Annual*  
Drawing with ink on vellum  
20 x 14 in.

*On the right: The Parasites*  
Drawing with ink on vellum  
40 x 30 in.

**Music City CENTER** ART COLLECTION

**Kristi Hargrove**

*On the left: Through*  
Graphite on paper  
30 x 22 in.

*On the right: Salvation!*  
Graphite on paper  
30 x 22 in.

**Music City CENTER** ART COLLECTION


**Charles Brindley**

*Great Mackberry Tree on Edge of Agricultural Landscape*  
Oil on canvas  
50 x 34 in.

*Music City*  
CENTER

ART COLLECTION

Anja Jaap

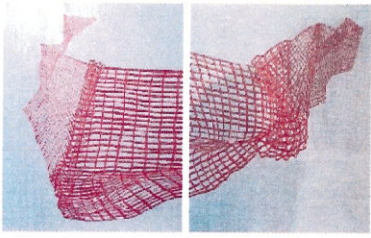


*SPYFIELD II (When the hours of daylight are few and the hours of darkness many)  
Acrylic on canvas  
30 x 30 in.*

*Music City*  
CENTER

ART COLLECTION

Jodi Hays




*Progress, You Can Never Get it Back  
Oil on linen  
10 x 95 in.*

*Music City*  
CENTER

ART COLLECTION

Whitney Wood Bailey




*Dreadites XIV  
Oil and mixed media on canvas  
24 x 22 in.*

*Intoxications II  
Oil and mixed media on canvas  
22 x 22 in.*

*Music City*  
CENTER

ART COLLECTION

Greg Decker




*Flying Horse  
Oil on canvas  
40 x 48 in.*

*Music City*  
CENTER

ART COLLECTION

Beth Edwards




*Wish  
Oil on canvas  
30 x 22 in.*

*Music City*  
CENTER

ART COLLECTION

Terry Lynn



*Standing Still  
Acrylic on canvas  
30 x 30 in.*

*At the River  
Acrylic collage on canvas  
30 x 30 in.*

Bill Killebrew



Painted 12 Jack in the Pulpits  
Oil on canvas  
18 x 30 in.



Last Night the Clouds Were Really Bright  
Oil on canvas  
19 x 36 in.

Michael McBride



Family Traditions  
Oil on canvas  
48 x 31 in.

Pam Longobardi

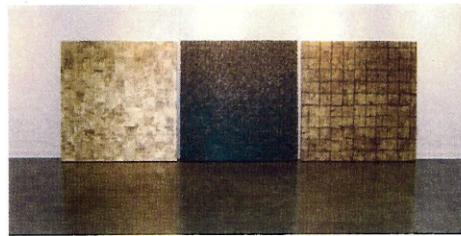


Wonder Wounded  
Copper patina and oil  
36 x 40 x 1.25 in.



Worlds Within Worlds  
Copper, patina and oil  
36 x 40 x 3.25 in.

Jane Braddock



Apollo, Artemis and Zeus  
Mixed media on canvas  
40 x 60 in. 1991

Maysey Craddock



Nail, Nail (after Friedrich)  
Gouache and Ink on hand paper  
30 x 29.5 in.

Hans Schnitzl-Malren



Anthology  
Acrylic enamel on aluminum MDF  
30 x 29 in.

Andrew Saftel



Circle of Days  
Acrylic, collage on stone, color on glass  
38 x 122 in.

Lisa Rivas



Mascent Streets  
148 x 100 in., 100% silk, 100% cotton, 100% paper  
C. 1980-1985, 1985-1986, 1986-1987, 1987-1988, 1988-1989  
12 x 16 in.

Richard Feaster



Outpost  
Mixed media on canvas  
48 x 65.5 in.

Christie Njell



Solo Tarpol  
Laser engraving, silk, 100% cotton, 100% paper  
47.75 x 52 x 3.75 in.

Trey Gussell



In Between Spaces  
Laminated plywood and canvas  
62 x 68 in.

## Acquired Artwork

(New pieces being created specifically  
for the Music City Center)

*Music City*  
CENTER

ART COLLECTION

Carrie McGee

Process photos of *On the Ground*  
When complete the finished set will be approximately 90 x 128 in.

*Music City*  
CENTER

ART COLLECTION

John Folsom

SHAKERSHAW SERIES  
Photography and mixed media on panel  
90 x 128 in. each

*Music City*  
CENTER

ART COLLECTION

Tim Hooper

*Johnny Cash*  
Oil on panel  
40 x 30 in.

*William E. Stoneman*  
Oil on canvas  
40 x 30 in.

*Music City*  
CENTER

ART COLLECTION

Dane Carder

Progress photos (two of three large-scale pieces)

*Music City*  
CENTER

ART COLLECTION

Ron Porter

*Back Street*  
Oil on canvas  
42 x 68 in.

*Music City*  
CENTER


ART COLLECTION

Commissioned  
Artwork

*Music City*  
CENTER

ART COLLECTION

Bob Zoell  
*Happy Notes*  
Artist Rendering



*Music City*  
CENTER

ART COLLECTION

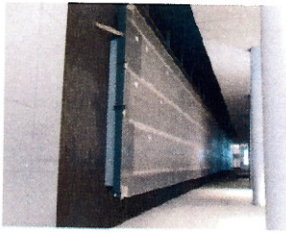
Bob Zoell  
*Happy Notes*  
50% Completion



*Music City*  
CENTER

ART COLLECTION

Bob Zoell  
*Happy Notes*  
Art Location 5-25

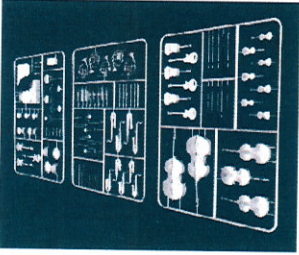


Installation begins: March 7

*Music City*  
CENTER

ART COLLECTION


Aaron Stephan  
*Composition*  
Artist Rendering



*Music City*  
CENTER

ART COLLECTION


Aaron Stephan  
*Composition*  
50% Completion



*Music City*  
CENTER

ART COLLECTION

Aaron Stephan  
*Composition*  
Art Location 1-03



Installation begins: March 18

*Music City*  
CENTER

ART COLLECTION

Jamaal Sheats  
*Eight Octaves*  
Artist Rendering

*Music City*  
CENTER

ART COLLECTION

Jamaal Sheats  
*Eight Octaves*  
50% Completion

*Music City*  
CENTER

ART COLLECTION

Jamaal Sheats  
*Eight Octaves*  
Art Location - Outside Grand Ballroom

Installation begins: March 18

*Music City*  
CENTER

ART COLLECTION

Alicia Henry  
*Intimacy and Peace*  
Artist Rendering

*Music City*  
CENTER

ART COLLECTION

Alicia Henry  
*Intimacy and Peace*  
50% Completion

*Music City*  
CENTER

ART COLLECTION

Alicia Henry  
*Intimacy and Peace*  
Art Installation 1-36

Installation begins: April 1



*Music City*  
CENTER

ART COLLECTION

Beth Galston  
*Sound Wave*  
Artist Rendering

*Music City*  
CENTER

ART COLLECTION

Beth Galston  
*Sound Wave*  
50% Completion

*Music City*  
CENTER

ART COLLECTION

Beth Galston  
*Sound Wave*  
Art Location 3-27

Installation begins: April 8

*Music City*  
CENTER

ART COLLECTION

Phillip Smith  
*Chladni*  
Artist Rendering

*Music City*  
CENTER

ART COLLECTION

Phillip Smith  
*Chladni*  
Near Campsites

*Music City*  
CENTER

ART COLLECTION

Phillip Smith  
*Chladni*  
Art Location 1-14

Installation begins: April 15

*Music City*  
CENTER

ART COLLECTION

Philip Smith  
*Spectrum II*  
Artist Rendering

*Music City*  
CENTER

ART COLLECTION

Philip Smith  
*Spectrum II*  
Near Completion

*Music City*  
CENTER

ART COLLECTION

Philip Smith  
*Spectrum II*  
Art Location 1-23

Installation begins: April 15

*Music City*  
CENTER

ART COLLECTION

Ball Noguez Studio  
*Euphony*  
Artist Rendering

*Music City*  
CENTER

ART COLLECTION

Ball Noguez Studio  
*Euphony*  
50% Completion

*Music City*  
CENTER

ART COLLECTION

Ball Noguez Studio  
*Euphony*  
Art Location 7-C3

Installation begins: TBD



# Music City Center Commemorative Plaque



Design by Jarvis Signs



Location for Plaque



### Music City Center May 2013

Metropolitan Government of Nashville & Davidson County  
Mayor Karl F. Dean

Members of the Metropolitan Council, 2007-2015  
Vice-Mayor Diane Neighbors

- Greg Adkins
- Burkey Allen
- Buddy Baker
- Brady Banks
- Megan Barry
- Gillian Beeler
- Karen Bennett
- Davelle Blacklock
- Carl Booth
- Phil Calabrese
- Dirk Cole
- Sam Coleman
- Michael Craddock
- Eric Carlson
- Anthony Davis
- Scott Davis
- Duane Dimity
- Jessica Dowell
- Robert Dowell
- Emily Evans
- Randy Frazier
- Jim Forcum
- Tim Garrett
- Erica Gilmore
- Steve Glover
- Jim Gottle
- Chris Harmon
- Jamie Hollin
- Jim Hodge
- Jason Hofferman
- Walter Hunt
- Mike Jamason
- Darren Jernigan
- Karen Johnson
- Kristina LaLonde
- Edith Taylor Langster
- Jannel Matthews
- Jerry Maynard
- Sean McElvaine
- So Mitchell
- Sandra Moore
- Anna Page
- Doug Pardue
- Jason Potts
- Bill Primmore
- Rip Ryan
- Bruce Stanley
- Ronnie Stone
- Josh Stites
- Tony Trospermy
- Carter Todd
- Parker Toler
- Charles Toppard
- Wylan Whitte

### Convention Center Authority 2009-2013

- |                                       |                   |                 |
|---------------------------------------|-------------------|-----------------|
| Marty Didemi, Chair                   | C. Mark Arnold    | Willie McDonald |
| Vonda McBasel, Vice-Chair             | Daniel Drumwright | Luke Simons     |
| Mona Lisa Warren, Secretary/Treasurer | Francis S. Guess  | Leo Waters      |
|                                       | Ken Levitan       |                 |



## RFPs

- EMTs
- Security
- Business Center

### MCC/Hotel Tax Collection

As of November 30, 2012

|           | 2/5 of 5%<br>Occupancy<br>Tax | Net 1%<br>Occupancy<br>Tax | \$2 Room<br>Tax | Contracted<br>Vehicle<br>Tax | Rental<br>Vehicle Tax | Total        | Variance<br>to FY 11-<br>12 |
|-----------|-------------------------------|----------------------------|-----------------|------------------------------|-----------------------|--------------|-----------------------------|
| July      | \$380,966                     | \$396,506                  | \$939,316       | \$40,583                     | \$108,516             | \$2,465,887  | 1.83%                       |
| August    | \$924,309                     | \$374,097                  | \$893,228       | \$61,843                     | \$119,420             | \$2,372,897  | 3.41%                       |
| September | \$964,456                     | \$387,224                  | \$881,814       | \$45,978                     | \$101,376             | \$2,380,847  | 5.27%                       |
| October   | \$1,136,710                   | \$465,942                  | \$932,880       | \$49,425                     | \$114,161             | \$2,689,118  | 5.06%                       |
| November  | \$879,214                     | \$344,876                  | \$783,439       | \$44,467                     | \$97,305              | \$2,149,301  | 3.40%                       |
| December  |                               |                            |                 |                              |                       |              |                             |
| January   |                               |                            |                 |                              |                       |              |                             |
| February  |                               |                            |                 |                              |                       |              |                             |
| March     |                               |                            |                 |                              |                       |              |                             |
| April     |                               |                            |                 |                              |                       |              |                             |
| May       |                               |                            |                 |                              |                       |              |                             |
| June      |                               |                            |                 |                              |                       |              |                             |
| YTD Total | \$4,885,655                   | \$1,958,645                | \$4,430,677     | \$242,296                    | \$540,777             | \$12,058,050 | 3.80%                       |

These numbers are still subject to change by Metro/Division of Accounts Auditors.

### MCC/Hotel Tax Collection

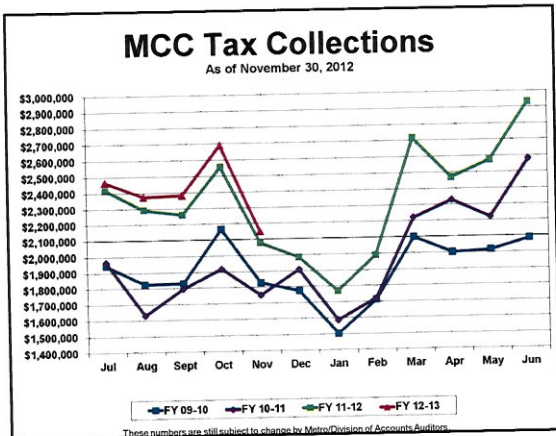
November Total Tax Collections

|                              | 2011                | 2012                | Variance     |
|------------------------------|---------------------|---------------------|--------------|
| 5% Occupancy Tax             | \$2,097,242         | \$2,198,034         | 4.81%        |
| Gross 1% Occupancy Tax       | \$419,448           | \$439,607           | 4.81%        |
| \$2 Room Tax                 | \$784,524           | \$783,439           | -0.14%       |
| Contracted Vehicle           | \$35,001            | \$44,467            | 27.04%       |
| Rental Vehicle               | \$94,598            | \$97,305            | 2.86%        |
| \$.50 Room Tax               | \$195,977           | \$195,905           | -0.04%       |
| <b>Total Collections</b>     | <b>\$3,626,790</b>  | <b>\$3,758,757</b>  | <b>3.64%</b> |
| <b>Total YTD Collections</b> | <b>\$20,213,719</b> | <b>\$20,978,522</b> | <b>3.78%</b> |

MCC Portion of November Tax Collections

|                            | 2011                | 2012                | Variance     |
|----------------------------|---------------------|---------------------|--------------|
| 2/5 of 5% Occupancy Tax    | \$838,897           | \$879,214           | 4.81%        |
| Net 1% Occupancy Tax       | \$325,687           | \$344,876           | 5.89%        |
| \$2 Room Tax               | \$784,524           | \$783,439           | -0.14%       |
| Contracted Vehicle         | \$35,001            | \$44,467            | 27.04%       |
| Rental Vehicle             | \$94,598            | \$97,305            | 2.86%        |
| <b>MCC Collections</b>     | <b>\$2,078,706</b>  | <b>\$2,149,301</b>  | <b>3.40%</b> |
| <b>MCC YTD Collections</b> | <b>\$11,616,073</b> | <b>\$12,058,050</b> | <b>3.80%</b> |

These numbers are still subject to change by Metro/Division of Accounts Auditors.



## Convention Center Authority

**February 14, 2013**

**Music City Center  
May 2013**

Attachment #4  
37<sup>th</sup> CCA Meeting – 2/14/13

**Metropolitan Government of Nashville & Davidson County  
Mayor Karl F. Dean**

**Members of the Metropolitan Council, 2007-2015  
Vice-Mayor Diane Neighbors**

- Greg Adkins
- Burkley Allen
- Buddy Baker
- Brady Banks
- Megan Barry
- Fabian Bedne
- Karen Bennett
- Davette Blalock
- Carl Burch
- Phil Claiborne
- Erik Cole
- Sam Coleman
- Michael Craddock
- Eric Crafton
- Anthony Davis
- Scott Davis
- Duane Dominy
- Jacobia Dowell
- Robert Duvall
- Emily Evans
- Randy Foster
- Jim Forkum
- Tim Garrett
- Erica Gilmore
- Steve Glover
- Jim Gotto
- Chris Harmon
- Jamie Hollin
- Jim Hodge
- Jason Holleman
- Walter Hunt
- Mike Jameson
- Darren Jernigan
- Karen Johnson
- Kristine LaLonde
- Edith Taylor Langster
- Lonnell Matthews
- Jerry Maynard
- Sean McGuire
- Bo Mitchell
- Sandra Moore
- Anna Page
- Doug Pardue
- Jason Potts
- Bill Pridemore
- Rip Ryman
- Bruce Stanley
- Ronnie Steine
- Josh Stites
- Tony Tenpenny
- Carter Todd
- Parker Toler
- Charlie Tygard
- Vivian Wilhoite

**Convention Center Authority 2009-2013**

Marty Dickens, Chair

Vonda McDaniel, Vice-Chair

Mona Lisa Warren,  
Secretary/Treasurer

C. Mark Arnold

Darrell Drumwright

Francis S. Guess

Ken Levitan

Willie McDonald

Luke Simons

Leo Waters

