

DRAFT MINUTES: *Subject to change prior to approval by Authority or Committee at its next regular meeting*

**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 June 18, 2025 at 2:00 p.m. at the Music City Center, Nashville, Tennessee.

EXECUTIVE COMMITTEE MEMBERS PRESENT: Norah Buikstra, Robert Davidson, Alfred Degrafinreid II, Vonda McDaniel, and Betsy Wills

EXECUTIVE COMMITTEE MEMBERS NOT PRESENT:

OTHERS PRESENT: **Charles Starks and *Barbara Solari

Committee Chair Norah Buikstra opened the meeting for business at 2:08p.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.

There were no public comment requests received for this meeting.

ACTION: Betsy Wills made a motion to approve the Executive Committee Meeting Minutes of May 29, 2024. The motion was seconded by Robert Davidson and approved unanimously by the committee.

*Denotes departure of Barbara Solari at 2:10p.m.

Music City Center President & CEO Charles Starks reviewed his 2024 goals and accomplishments and there was extensive discussion (Attachment #1).

Music City Center President & CEO Charles Starks provided his 2025 goals and the needs of the Music City Center and there was discussion.

****Denotes the departure of Charles Starks at 3:30 p.m.**

ACTION: Betsy Wills made a motion to:

- Increase the President & CEO's salary by 3.0% and
- Approve a bonus of \$85,502.83 for the President & CEO for 2024 job performance (Attachment #1).

The motion was seconded by Robert Davidson and approved unanimously by the committee.

The committee planned for an additional meeting to approve the proposed 2025 goals for the Music City Center President & CEO.

With no additional business a motion was made to adjourn, with no objection the Executive Committee of the CCA adjourned at 4:26 p.m.

Respectfully submitted,

Charles L. Starks
President & CEO
Convention Center Authority

Approved:

Norah Buikstra, Committee Chair
CCA Executive Committee
Meeting Minutes of June 18, 2025



MUSIC CITY CENTER
RECAP OF PERFORMANCE AGAINST GOALS

Based on Incentive Compensation Plan

Incentive Target

20%

2024-2025

Base Salary= \$397,689.44

	YEAR 2025			YEAR'S GOAL WEIGHTING	INCENTIVE COMPENSATION EARNED	
	PERFORMANCE GOAL	ACTUAL RESULTS	% OF GOAL ACHIEVED		%	\$
Leadership	Discretionary			20%	100 %	\$ 15,907.58
Staffing & Recruitment				15%	100 %	\$ 11,930.68
Financials				20%	100 %	\$ 15,907.58
Sales & Promotion				20%	112.5 %	\$ 17,896.02
DBE				15%	133 %	\$ 15,907.18
Board Relations	Discretionary			10%	100 %	\$ 7,953.79
Total Incentive Earned						\$ <u>85,502.83</u>

Other comments:

Approved by

3% increase salary to \$409,620.12