

Minutes of the MNAA Management Committee



Date: June 12, 2019 Nashville, Tennessee

Time: 11:00 a.m.

Committee Members Present: A. Dexter Samuels, Board Chair; Trey Harwell, Board Vice Chair; Amanda Farnsworth, Board Secretary

Committee Members Absent: Bill Freeman

Others Present: Douglas E. Kreulen, Christy Smith, Cindy Barnett, Lisa Lankford, and Angela Edwards

I. Call to Order

Chair Samuels called the meeting of the Metropolitan Nashville Airport Authority (MNAA) Management Committee to order at 11:49 a.m. pursuant to Public Notice dated June 7, 2019.

II. Approval of Minutes

Chair Samuels called for a motion for approval of the May 15, 2019 Management Committee meeting minutes. A motion was made by Commissioner Farnsworth and seconded by Commissioner Harwell. The motion carried by vote of 3 to 0.

III. Information Items

- A. President Kreulen presented the Committee members with a CEO Evaluation binder, and stated that last year was the first year a written evaluation was done for the CEO. President Kreulen went through the binder explaining the information contained therein.

Chair Samuels thanked President Kreulen for assembling the information. The Management Committee is trying to develop a more systematic approach for evaluating the CEO and the overall operations of the organization. Chair Samuels stated the Committee wants to look at best practices for

the CEO evaluation and are looking at what other airports are doing. As the Committee moves forward in goal setting, there needs to be data points, benchmarks, and metrics attached.

Commissioner Farnsworth inquired as to when the evaluation needs to be completed. Chair Samuels stated the Management Committee would meet again next month to discuss the evaluation results.

Ms. Cindy Barnett, Board Counsel, stated she would receive the evaluation scores and work with Ms. Lisa Lankford, AVP, Special Assistant to the President, to tabulate composite scores. Those scores will be given to the Committee. At that time, the Committee will deliberate and discuss the results of the evaluation scores and receive feedback from the other Commissioners.

Ms. Barnett then presented each Committee member in attendance a copy of a recent survey the Greenville-Spartanburg airport had done. She also presented information from large and medium sized hubs that detail where Nashville fits in with its enplanements and how Nashville compensates its CEO relative to other airports. Ms. Barnett included information received from Dallas-Fort Worth airport that contained a model in which every member of the executive team was tied to metrics. Everyone was incentivized similarly. This information was provided as an example to get everyone to look ahead at future framework for evaluations. Ms. Barnett stated more information would be obtained from other airports as well.

Ms. Barnett stated the consultant Greenville-Spartanburg airport used to conduct the survey is the same consultant Dallas-Fort Worth airport used. Ms. Barnett stated she would also take a look to see if this particular consultant was used on a recent survey of a large airport.

B. Chair Samuels presented a one page handout reflecting changes in Committee appointments for review. He stated the objective was to give every member an opportunity to Chair a Committee.

Ms. Barnett stated Committee appointment changes historically have taken place on July 1. If the Committee wants to continue the July 1 change, the matter should be taken to the Board at the next meeting on June 26, 2019. Otherwise, the Committee members would remain the same in July.

Commissioner Farnsworth asked if there would be another person added to the Management Committee as discussed in previous meetings. Chair Samuels stated that discussion should take place at this meeting.

Board Secretary Farnsworth stated Commissioner Joslin has the most tenure but he has expressed he did not want to serve on the Management Committee. She then asked who would have the most tenure after Commissioner Joslin. Commissioner Harwell stated it would be Commissioner Doerge and

he thought Commissioner Doerge would be a valuable member of the Management Committee. Commissioner Farnsworth made a motion to add Commissioner John Doerge to the Management Committee. The motion was seconded by Commissioner Harwell. The motion carried by vote of 3 to 0.

After further discussion on Committee appointments, Commissioner Harwell made a motion that the Management Committee accept the proposed Committee appointments subject to Commissioner Doerge's acceptance of serving on the Management Committee, the Diversity & Workforce Development Committee, the FAP Committee and the Audit and Compliance Committee. The motion was seconded by Commissioner Farnsworth. The motion carried by vote of 3 to 0.

IV. Adjourn

There being no further business brought before the Management Committee, Chair Samuels adjourned the meeting at 12:06 p.m.



Amanda Farnsworth, Board Secretary