



# Meeting of the MNAA Management, Audit & Compliance (“Management”) Committee

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October 9, 2024

**BNA**®

# Call to Order

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October 9, 2024

# Public Comment

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Tennessee Code Annotated, Title 8, Chapter 44, Part 1

MNAA Policy ID: 33-007, Public Comment Policy, effective July 13, 2023

No Public Comment Requests Received by Monday, October 7, 2024, 9:00 pm

# Approval of Minutes

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Meeting of the MNAA Management, Audit & Compliance (“Management”)

September 11, 2024

# Chair's Report

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Nancy Sullivan, P.E.

Management Committee Chair

# Items for Approval

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October 9, 2024

- FY25 CEO Key Performance Indicators (KPIs)

## Item for Approval

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Nancy B. Sullivan, P.E.  
Board Chair

# FY25 CEO Key Performance Indicators

## Chair's Recommendation:

- Management Committee recommend to the Board of Commissioners that it approve the FY25 CEO Key Performance Indicators as presented

KPI Evaluation Criteria	90% Eligibility	100% Eligibility	110%+ Eligibility
<b>Financial (50%)</b>			
<b>Operating Income (BNA+JWN+MPC) (25%)</b>			
Operating Revenue	Meets budget: \$350.0M	5% over budget: \$367.5M	10% over budget: \$385.0M
Operating Expense	Meets budget: \$199.8M	5% under budget: \$189.8M	10% under budget: \$179.8M
<b>Fiscal Responsibility / Strength (25%)</b>			
Senior Debt Coverage	1.25	1.3 - 1.5	Greater than 1.5
Sr/Subordinate Debt Coverage	1.1	1.2 - 1.25	Greater than 1.25
Days Cash on Hand	500 days (OS)	550 - 650 day (Policy)	Greater than 650 days
Pension Funding	80% - 89%	90% - 100%	Greater than 100%
OPEB Funding	80% - 89%	90% - 100%	Greater than 100%
<b>Operational (50%)</b>			
<b>Overall Airport Satisfaction (15%)</b>	80% - 84% top 2 box	85% - 90% top 2 box	Greater than 90% top 2 box
<b>Average Employee Satisfaction (10%)</b>	3.0 - 3.5 rating	3.6 - 4.0 rating	Greater than 4.0 rating
<b>Strategic Goals (25%)</b>			
Invest in BNA/JWN	Meets expectations: 70% - 79%	Exceeds expectations: 80% - 90%	Outstanding: Greater than 90%
Plan for the Future			
Prepare for the Unexpected			



# Information Items

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October 9, 2024

- FY24 Employee Performance Results

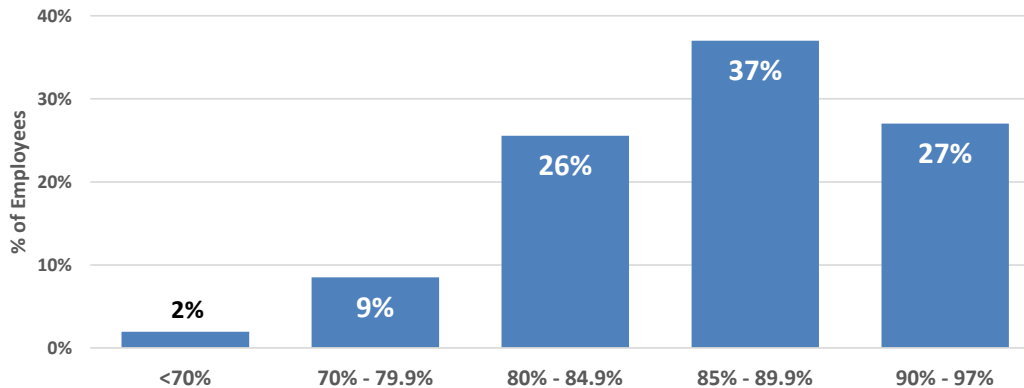
## Information Item

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Douglas E. Kreulen, A.A.E.  
President and CEO

- FY24 Discretionary Employee Performance Incentive payout planned for October 18, 2024
  - Based on MNAA financial performance, individual job performance, completion of strategic goals and personal objectives, and values (RISE)
- 386 employees qualify for the FY24 Performance Incentive
- FY24 Performance & Incentive payout ~ \$3.278M (*budget = \$3.356M*)

**FY24 Performance Incentive Eligibility**



## FY24 Employee Performance Results

### CEO & CFO Recommendation:

- Management Committee concurrence with Performance Incentive payout October 18, 2024

### Note: Plan for FY25

- Employees: 541
- Budget: \$4.820M



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Meeting Adjourned