



Tony Muniz, Chair  
Patrick Manteiga, Vice Chair  
John Jaeb, Secretary/Treasurer

Eric Hart, President/CEO

## EXECUTIVE COMMITTEE MEETING AGENDA

TSA Boardroom Tampa, FL  
12:00 PM  
January 21, 2025

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Welcome to a meeting with the Tampa Sports Authority. Your participation is appreciated. All meetings are open to the public and are generally held once a month.

### **PUBLIC COMMENT**

The Board has set aside a 15-minute period for public comments. At its discretion, the Board may again hear public comments during the discussion of any agenda item. Public comments shall be limited to 3 minutes per individual, but the Chair may at its discretion, shorten or lengthen the time allowed. Anyone wishing to speak before the Board during the public comment section of the meeting should pre-register by e-mailing [meetings@tampasportsauthority.com](mailto:meetings@tampasportsauthority.com) by 4:00pm the day before the meeting or by filling out a comment card with the TSA staff person in the meeting room. If distributing materials, please have sufficient paper copies to include the Eleven (11) Board Members, the President/CEO, Staff and two copies for the Clerk (17 copies).

**The Chair will call on speakers by name. When addressing the Board, please state your name, address, agenda item and speak clearly.**

### **SPECIAL ACCOMODATIONS**

Pursuant to provisions of the American with Disabilities Act, any person(s) requiring special accommodations to participate in these meetings is asked contact TSA at (813) 350-6500 or [meetings@tampasportsauthority.com](mailto:meetings@tampasportsauthority.com) at least seven (7) days prior to the meeting.

### **NOTICES**

In accordance with Florida Statue 286.0105, provides that if any person who decides to appeal any decision of the Tampa Sports Authority with respect to any matter considered at this public meeting will need a record of the proceedings and that, for such purpose, may need to hire a court reporter to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is based.

For copies of the agenda or questions regarding this meeting, please contact the Tampa Sports Authority Office at (813) 350-6500, 4201 N. Dale Mabry Hwy., Tampa, FL 33607 or submit a request to: [meetings@tampasportsauthority.com](mailto:meetings@tampasportsauthority.com).

**I. Call to Order and Roll Call**

**II. Welcome and Introduction**

**III. Public Comment**

**IV. Staff Reports**

1. Hosting Schedule Recommendation

**Discussion**

2. Board Policy Discussion

**Discussion**

**V. Old Business**

**VI. New Business**

**VII. Adjournment**

# TAMPA SPORTS AUTHORITY

 **Print**

Meeting Date:

Title: Hosting Schedule Recommendation

Summary: The CEO will present a proposed hosting schedule for the Executive Committee to consider.

Strategic Plan:

Background:

<b>ATTACHMENTS:</b>		
Name:	Description:	Type:
No Attachments Available		

# TAMPA SPORTS AUTHORITY

 **Print**

Meeting Date:

Title: Board Policy Discussion

Summary: The CEO will present a breakdown of the Chair's proposed Board policy change.

Strategic Plan:

Background:

<b>ATTACHMENTS:</b>		
Name:	Description:	Type:
<input type="checkbox"/> <a href="#">Breakdown_-_Copy.pdf</a>	Breakdown	Executive Summary

	Existing Language	New Language	State Statute
<b>1. PURPOSE</b>			
This code of conduct establishes a standard of behavior for the Tampa Sports Authority ("TSA") Board of Directors ("Board") members to ensure respect and professionalism amongst Board members. All Board members recognize the role and responsibilities of the Board of Directors provided for the TSA Amended and Restated Bylaws ("Bylaws").		This code of conduct establishes a standard of behavior for the Tampa Sports Authority ("TSA") Board of Directors ("Board") members to ensure respect and professionalism amongst Board members. All Board members recognize the role and responsibilities of the Board of Directors provided for the TSA Amended and Restated Bylaws ("Bylaws").	No
<b>2. BOARD MEETINGS</b>			
Board meetings shall be conducted in a respectful, professional, and effective manner. Only one Board member shall speak at a time.		Board meetings shall be conducted in a respectful, professional, and effective manner. Only one Board member shall speak at a time.	
Board members shall recognize and respect the authority of the Chair as provided for in the Bylaws. Board Member shall recognize and respect the authority of the chairs of all committee which are formed pursuant to the Bylaws.		Board members shall recognize and respect the authority of the Chair as provided for in the Bylaws. Board Member shall recognize and respect the authority of the chairs of all committee which are formed pursuant to the Bylaws.	
<b>3. AUTHORITY EVENTS/VENUE USE</b>			
Board members are expected to conduct themselves professionally at all TSA venues and events, including those events at Raymod James Stadium ("RJS"), Amalie Arena, Steinbrenner Field, the Sportsplex or any of the three TSA managed golf courses ("Venues"). When you are attending Authority sponsored or events at TSA managed venues, you not only represent the Tampa Sports Authority, but you also represent our tenants, Hillsborough County and the City of Tampa. The Authority's success is based on the Boards ability to promote a friendly, inclusive, ethical and transparent communications. Board members are expected to always treat guests, clients, staff and fellow Board members with respect, courtesy and politeness.		Board members are expected to conduct themselves professionally at all TSA venues and events, including those events at Raymod James Stadium ("RJS"), Amalie Arena, Steinbrenner Field, the Sportsplex or any of the three TSA managed golf courses ("Venues"). When you are attending Authority sponsored or events at TSA managed venues, you not only represent the Tampa Sports Authority, but you also represent our tenants, Hillsborough County and the City of Tampa. The Authority's success is based on the Boards ability to promote a friendly, inclusive, ethical and transparent communications. Board members are expected to always treat guests, clients, staff and fellow Board members with respect, courtesy and politeness.	
Tampa Sports Authority representatives must act in a completely trustworthy manner and avoid even the appearance of a conflict of interest if they are to gain and keep public confidence. In addition, Florida Statute 112.313 establishes a mandatory Code of Conduct for public officers and employees.	Tampa Sports Authority representatives must act in a completely trustworthy manner and avoid even the appearance of a conflict of interest if they are to gain and keep public confidence. In addition, Florida Statute 112.313 establishes a mandatory Code of Conduct for public officers and employees.		Yes
No Authority representative shall solicit or accept anything of value to the recipient such as a gift , favors, loans, rewards, promises of future employment, preferred service, benefit, or concession that would reasonably tend to improperly influence them in the discharge of their official duties or give the appearance of improperly influencing them.	No Authority representative shall solicit or accept anything of value to the recipient such as a gift , favors, loans, rewards, promises of future employment, preferred service, benefit, or concession that would reasonably tend to improperly influence them in the discharge of their official duties or give the appearance of improperly influencing them.		
No Authority representative shall use or attempt to use his or her position, or any property or resource under their care or trust, or perform their duties to secure special privileges, benefits, or exemptions for themselves or others, except as may be provided by policy and/or law.	No Authority representative shall use or attempt to use his or her position, or any property or resource under their care or trust, or perform their duties to secure special privileges, benefits, or exemptions for themselves or others, except as may be provided by policy and/or law.		
No Authority representative shall accept employment or engage in any business or professional activity which he or she might reasonably expect would require or induce them to disclose confidential information acquired by them by reason of their official position.	No Authority representative shall accept employment or engage in any business or professional activity which he or she might reasonably expect would require or induce them to disclose confidential information acquired by them by reason of their official position.		
No Authority representative shall disclose or use information not available to members of the general public and gained by reason of his or her official position for their personal gain or benefit or the personal gain or benefit of any other person or business entity. This includes but is not limited to emails, correspondence, personnel files, HR files, payroll records, etc.	No Authority representative shall disclose or use information not available to members of the general public and gained by reason of his or her official position for their personal gain or benefit or the personal gain or benefit of any other person or business entity. This includes but is not limited to emails, correspondence, personnel files, HR files, payroll records, etc.		
No Authority representative shall transact, or solicit to transact, any business in his or her official capacity with any business entity of which either they, or a Relative (as defined in Paragraph G (15) below is an officer, director, agent, or member, or in which either they, or a Relative owns a financial interest, or otherwise has any material interest therein, nor shall an employee, acting in a private capacity, transact or solicit to transact any business with Tampa Sports Authority or its various departments.	No Authority representative shall transact, or solicit to transact, any business in his or her official capacity with any business entity of which either they, or a Relative (as defined in Paragraph G (15) below is an officer, director, agent, or member, or in which either they, or a Relative owns a financial interest, or otherwise has any material interest therein, nor shall an employee, acting in a private capacity, transact or solicit to transact any business with Tampa Sports Authority or its various departments.		
No Authority representative shall have personal investments in any enterprise which would reasonably create a conflict between his or her private interests and the public interest.	No Authority representative shall have personal investments in any enterprise which would reasonably create a conflict between his or her private interests and the public interest.		
No Authority representative, or their Relative shall, at any time, accept any compensation, or payment when such employee knows or, with the exercise of reasonable judgment should know, that it was given to influence a vote or other action in which the employee was expected to participate in their official capacity.	No Authority representative, or their Relative shall, at any time, accept any compensation, or payment when such employee knows or, with the exercise of reasonable judgment should know, that it was given to influence a vote or other action in which the employee was expected to participate in their official capacity.		
No Authority representative shall have or hold any employment or contractual relationship with any business entity or agency which is subject to the regulation of any part of Tampa Sports Authority in which the employee has authority or responsibility.	No Authority representative shall have or hold any employment or contractual relationship with any business entity or agency which is subject to the regulation of any part of Tampa Sports Authority in which the employee has authority or responsibility.		
No Authority representative shall have or hold any employment or contractual relationship that will create any nature of conflict between his or her personal interests and the performance of his or her duties, or that would in any way impede the full and faithful discharge of their duties.	No Authority representative shall have or hold any employment or contractual relationship that will create any nature of conflict between his or her personal interests and the performance of his or her duties, or that would in any way impede the full and faithful discharge of their duties.		
No Authority representative shall have any interest, financial or otherwise, in any business transaction or professional activity which is in conflict with the proper discharge of his or her duties in the public interest.	No Authority representative shall have any interest, financial or otherwise, in any business transaction or professional activity which is in conflict with the proper discharge of his or her duties in the public interest.		
Authority board members and the President/CEO are required to file financial disclosure forms under State law. Where required, employees are required to file such disclosure forms in a timely and accurate manner.	Authority board members and the President/CEO are required to file financial disclosure forms under State law. Where required, employees are required to file such disclosure forms in a timely and accurate manner.		
<b>Relatives/Family Members:</b>			
Relative or family member is defined to include the following relationships, whether established by blood, manage, or other legal action: Father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, and half-sister, grandparent, great grandparent, grandchild, great grandchild, step grandparent, step great grandparent, step grandchild, step great grandchild, person who is engaged to be named to the board member or employee or who otherwise holds himself or herself out as or is generally known as the person whom the board member or employee intends to marry or with whom the board member or employee intends to form a household, or any other natural person having the same legal residence as the board member or employee or the domestic partner of a board member or an employee.		Relative or family member is defined to include the following relationships, whether established by blood, manage, or other legal action: Father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, and half-sister, grandparent, great grandparent, grandchild, great grandchild, step grandparent, step great grandparent, step grandchild, step great grandchild, person who is engaged to be named to the board member or employee or who otherwise holds himself or herself out as or is generally known as the person whom the board member or employee intends to marry or with whom the board member or employee intends to form a household, or any other natural person having the same legal residence as the board member or employee or the domestic partner of a board member or an employee.	
<b>A. SUITES</b>			
Seats/tickets provided by the Authority to Board members are to be used within accordance of TSA Board policy. Seats in the RJS and Steinbrenner Field suites are not reserved; they are allocated on a first come, first served basis, unless otherwise provided for by the CEO or Chair for VIP attendance. Once a seat in the either Suite has been claimed, then it remains in the possession of the attendee for the duration of the event or until the attendee permanently leaves the event.		Seats in the RJS Suite are not reserved; they are allocated on a first come, first served basis, unless otherwise provided for by the CEO or Chair for VIP attendance. Once a seat in the RJS Suite has been claimed, then it remains in the possession of the attendee for the duration of the event or until the attendee permanently leaves the event.	
Board Members are authorized to invite non-ticketed guests to the Suites if they have proper tickets and/or credentials to enter the suite levels. However, Board members should be mindful of the capacity of the Suites when they extend invitations and the Suites' ability to accommodate additional guests in accordance with local occupancy codes. Guest invitations are on a first come, first served basis based on capacity.		Board Members are authorized to invite guests to the RJS Suite. However, Board members should be mindful of the capacity of the RJS Suite when it extends invitations and the RJS Suite might not be able to accommodate additional guests for extended periods of them. Guest attendance is on a first come, first served basis.	
Board members are only permitted within the TSA suites and should refrain from going into other venue suites, unless specifically invited.		Board members are only permitted within the TSA suites and should refrain from going into other venue suites, unless specifically invited.	
To ensure the experience is positive for all Board members and guests, no food or beverages should be taken from any venue Suite. Food and beverages provided at all TSA events are only for Board members and their invited guests in attendance.		To ensure the experience is positive for all Board members and guests, no food or beverages should be taken from any venue Suite. Food and beverages provided at all TSA events are only for Board members and their invited guests in attendance.	

<b>B. EVENTS/GOLF</b>			
Board members are to remain in approved areas only of the TSA venues, including RJS, which are part of areas licensed to the third party for such events.		Board members are to remain in approved areas only of the TSA venues, including RJS, which are part of areas licensed to the third party for such events.	
Board members shall maintain professionalism regarding food and drink consumption within TSA Venues and during TSA events, including the TSA suites and ticketed events.		Board members shall maintain professionalism regarding food and drink consumption within TSA Venues and during TSA events, including the TSA suites and ticketed events.	
<b>C. COMMUNICATION &amp; USE OF TSA LOGO</b>			
It is policy of the TSA Board that only the Chair and the CEO or designee serve as the official spokesperson for the TSA.		It is policy of the TSA Board that only the Chair and the CEO or designee serve as the official spokesperson for the TSA.	
If a Board member comments on a matter relating to the TSA or any TSA events to a member of the press or in a community event, then the Board member should explicitly advise that they are speaking in their individual capacity and not as an official statement from the TSA.		If a Board member comments on a matter relating to the TSA or any TSA events to a member of the press or in a community event, then the Board member should explicitly advise that they are speaking in their individual capacity and not as an official statement from the TSA.	
Authority Board members must strive to demonstrate a thorough knowledge of the Authority and our operations. Board members should have a proficient knowledge of the following: Authority policies and procedures: 1) Florida statutes related to ethics. 2) Authority Mission Statement, goals and objectives. 3) General information about the Authority and operations of the venues.		Authority Board members must strive to demonstrate a thorough knowledge of the Authority and our operations. Board members should have a proficient knowledge of the following: Authority policies and procedures: 1) Florida statutes related to ethics. 2) Authority Mission Statement, goals and objectives. 3) General information about the Authority and operations of the venues.	
Board members should not use the TSA logo or other official insignia of the TSA on private correspondence. Board members are eligible to receive a TSA email address if they wish to do so. Note, that using the TSA logo or other official insignia of the TSA in private communication could subject that communication being deemed a public record under Florida Statutes. This applies to all electronic communications and social media.		Board members should not use the TSA logo or other official insignia of the TSA on private correspondence. Board members are eligible to receive a TSA email address if they wish to do so. Note, that using the TSA logo or other official insignia of the TSA in private communication could subject that communication being deemed a public record under Florida Statutes. This applies to all electronic communications and social media.	
<b>D. VIOLATIONS</b>			
Examples of violations of this policy include, but are not limited to the following:		Examples of violations of this policy include, but are not limited to the following:	
Consuming excessive Alcoholic beverages and/or illegal drugs and narcotics;		Consuming excessive Alcoholic beverages and/or illegal drugs and narcotics;	
Use, sale, dispensing, or possession of alcoholic beverages or illegal drugs on Authority premises, in Authority-provided clothing, or in Authority vehicles;		Use, sale, dispensing, or possession of alcoholic beverages or illegal drugs on Authority premises, in Authority-provided clothing, or in Authority vehicles;	
The use of profanity or abusive language;		The use of profanity or abusive language;	
Theft, destruction, defacement or misuse of Authority property, property of another employee, or property belonging to a citizen;		Theft, destruction, defacement or misuse of Authority property, property of another employee, or property belonging to a citizen;	
Accepting or asking for gratuities or tickets without prior approval;		Accepting or asking for gratuities or tickets without prior approval;	
Solicitation or distribution (except as provided by Authority policy);		Solicitation or distribution (except as provided by Authority policy);	
Improper disclosure of any confidential information;		Improper disclosure of any confidential information;	
Use of lies, dishonesty, and/or misrepresentation of information related to the Authority;		Use of lies, dishonesty, and/or misrepresentation of information related to the Authority;	
Violated any lawful official regulation;		Violated any lawful official regulation;	
Committed harassment, including but not limited to sexual harassment, or actions which, although not amounting to a cause of action for harassment, are inappropriate actions of a sexual, hostile, abusive or interfering nature towards another employee, customer, Vendor, citizen, or any other person with whom the employee comes in contact as a result of employment;		Committed harassment, including but not limited to sexual harassment, or actions which, although not amounting to a cause of action for harassment, are inappropriate actions of a sexual, hostile, abusive or interfering nature towards another employee, customer, Vendor, citizen, or any other person with whom the employee comes in contact as a result of employment;	
Engaging in a physical fight at any Authority venue or engage in a verbally abusive and/or intimidating confrontation with a member of the public, guest, Board member, client or Authority staff.		Engaging in a physical fight at any Authority venue or engage in a verbally abusive and/or intimidating confrontation with a member of the public, guest, Board member, client or Authority staff.	
Loitering in Suites, Clubs, locker-rooms, backstage or in other restricted areas during events;		Loitering in Suites, Clubs, locker-rooms, backstage or in other restricted areas during events;	
Falsification of official documents;		Falsification of official documents;	
Possession or use of a firearm or weapon of any kind within an Authority managed venue.		Possession or use of a firearm or weapon of any kind within an Authority managed venue.	
Without approval, knowingly and willfully modified, used or accessed data, communications systems, programs or supplies used or intended to be used in Authority computers, computer systems, communications systems or network.		Without approval, knowingly and willfully modified, used or accessed data, communications systems, programs or supplies used or intended to be used in Authority computers, computer systems, communications systems or network.	
Disrupted, disturbed, or in any way interfered with an investigation;		Disrupted, disturbed, or in any way interfered with an investigation;	
Knowingly having spread false information concerning an investigation; or having inappropriately influenced, or having attempted to inappropriately influence, witnesses, potential witnesses, or investigators in an investigation.		Knowingly having spread false information concerning an investigation; or having inappropriately influenced, or having attempted to inappropriately influence, witnesses, potential witnesses, or investigators in an investigation.	
Making statements or comments, while being identifiable as an Authority Board Member, that are controversial, harassing or are generally not in keeping with Authority standards in any forum (online, social media, newspapers, television, etc.) that can be accessed or seen by the public.		Making statements or comments, while being identifiable as an Authority Board Member, that are controversial, harassing or are generally not in keeping with Authority standards in any forum (online, social media, newspapers, television, etc.) that can be accessed or seen by the public.	
In the event that it is alleged that a Board member has violated this Code of Conduct, a Board member can inform the CEO of the alleged violation. The CEO will be required to bring that allegation to the Chair. Breaches of this code, whether intentional or unintentional, may be brought to the Executive Committee by the Chair, which, if necessary, shall make recommendations for corrective action.		In the event that it is alleged that a Board member has violated this Code of Conduct, a Board member can inform the CEO of the alleged violation. The CEO will be required to bring that allegation to the Chair. Breaches of this code, whether intentional or unintentional, may be brought to the Executive Committee by the Chair, which, if necessary, shall make recommendations for corrective action.	