



Tampa International Airport

AVIATION AUTHORITY

REGULAR BOARD MEETING

Thursday, April 3, 2025

9:00 A.M.

Boardroom

Level 4 at SkyCenter ONE

AGENDA

Any person who desires to appeal any decisions made at this meeting will need a record of the proceedings and for that purpose may need to ensure that a verbatim record of the proceeding is made which includes the testimony and evidence upon which the appeal is based. Any person requiring reasonable accommodations to attend any public meeting because of a disability or physical impairment must submit a written request to Violet Cummins, Board Services Administrator, Hillsborough County Aviation Authority, Post Office Box 22287, Tampa, FL 33622 or via email at vcummins@TampaAirport.com. Such request must be received at least 48 hours before the meeting. If you have any questions, please call (813) 870-7869.



**Thursday, April 3, 2025
Aviation Authority Regular Board Meeting**

**AGENDA
9:00 A.M.
Level 4 at SkyCenter ONE
Boardroom**

A. PLEDGE OF ALLEGIANCE

1. Pledge of Allegiance

B. CALL TO ORDER

1. Call to Order

C. APPROVAL OF THE AGENDA

1. Approval of the Agenda

D. PUBLIC COMMENTS

1. Public Comments

E. APPROVAL OF THE MINUTES

1. Approval of the Minutes

F. MANAGEMENT REPORT

1. Management Report

G. APPROVAL OF THE CONSENT AGENDA

1. Amendment No. 2 to Use and Lease Agreement for Fuel Facilities and Pipeline, Southwest Airlines Co., Tampa International Airport, Resolution No. 2025-53
2. Construction Contract for Fire Alarm System Upgrades – Phase 2, HCAA Project No. 7321 25, Johnson Controls Fire Protection, L.P., utilizing Sourcewell Contract No. 030421-JHN, Tampa International Airport, Resolution No. 2025-40
3. Purchase of Wetland Mitigation Credits, Mangrove Point Mitigation Bank, LLC, HCAA Project No. 8505 23, Tampa International Airport, Resolution No. 2025-50
4. Purchase Order, Medium Duty and Compact Construction Equipment with Related Attachments utilizing Sourcewell Contract No. 020223-AVT, Alta Equipment Company Florida, Tampa International Airport
5. Increase in Authorization, Product Service Agreement, Public Safety Communications Technology and Hardware Solutions utilizing State of Florida Contract No. 43190000-21-SRCWL-ACS, Zetron, Inc., Tampa International Airport
6. Supplemental Contract and Issuance of Purchase Orders, Public Safety Video Surveillance Solutions with Related Equipment, Software and Accessories utilizing Sourcewell Contract No.

101223-AXN, Axon Enterprise, Inc., Tampa International Airport, Resolution No. 2025-45

7. Authorization to Establish and Administer Authority Bank Accounts and Investments, Tampa International Airport, Resolution No. 2025-51

8. Amendment No. 1 to Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession, Turo, Inc., Tampa International Airport, Resolution No. 2025-46

9. Appointment of Authority Representative to Hillsborough County Transportation Planning Organization Board, Michael A. Stephens, Resolution No. 2025-52

10. Amendment to Schedule 5, Organizational Chart and Personnel Expense Analysis, Fiscal Year 2025 Budget, Tampa International Airport, Resolution No. 2025-54

H. POLICIES OR RULES FOR CONSIDERATION OR ACTION

1. Policies or Rules for Consideration or Action

I. COMMITTEE REPORTS

1. Committee Reports

J. UNFINISHED BUSINESS

1. Contract for Continuing Environmental Engineering Consulting Services, APTIM Environmental & Infrastructure, LLC, Tampa International, Peter O. Knight, Tampa Executive, and Plant City Airports, Resolution No. 2025-47

2. 457(f) Deferred Compensation Plan, Tampa International Airport, Resolution No. 2025-55

K. NEW BUSINESS

1. New Business

L. STAFF REPORTS

1. Staff Reports

M. ADJOURNMENT

1. Adjournment



**Thursday, April 3, 2025
Aviation Authority Regular Board Meeting**

**AGENDA
9:00 A.M.
Level 4 at SkyCenter ONE
Boardroom**

A. PLEDGE OF ALLEGIANCE

Subject	1. Pledge of Allegiance
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Procedural

B. CALL TO ORDER

Subject	1. Call to Order
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Procedural

C. APPROVAL OF THE AGENDA

Subject	1. Approval of the Agenda
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action

D. PUBLIC COMMENTS

Subject	1. Public Comments
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Information

Speakers are allowed 3 minutes total to comment on propositions before the Board. Speakers designated to speak on behalf of a group of 2 or more individuals are allowed 5 minutes total to comment on propositions before the Board.

E. APPROVAL OF THE MINUTES

Subject	1. Approval of the Minutes
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action

F. MANAGEMENT REPORT

Subject	1. Management Report
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Information

G. APPROVAL OF THE CONSENT AGENDA

Subject	1. Amendment No. 2 to Use and Lease Agreement for Fuel Facilities and Pipeline, Southwest Airlines Co., Tampa International Airport, Resolution No. 2025-53
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

In 1970, the Authority entered into a lease and pipeline license agreement with several of the signatory airlines then serving Tampa International Airport for the construction of a jet fuel storage facility and pipeline distribution system to the Airsides. The airlines collectively financed and operated the fuel system. The lease and pipeline license agreement had a 30-year Term that ended on September 30, 1999. At the end of the Term, the fuel system became the property of the Authority.

On November 4, 1999, the Authority entered into a Use and Lease Agreement for Fuel Facilities and Pipeline (Agreement) with multiple airlines (Tampa Fuel Committee) for the operation and maintenance of the fuel system for a 20-year Term beginning October 1, 1999 and ending September 30, 2019. Amendment No. 1 to the Agreement was executed in 2019 and extended the termination date to September 30, 2024, updated the Demised Premises, and included Authority required contractual language.

Proposal:

Staff recommends the Authority enter into Amendment No. 2 to the Agreement with Southwest Airlines Co. to affirm and ratify the terms and conditions of Amendment No. 1 and extend the Term of the Agreement an additional fifteen (15) years for a final termination date of September 30, 2039.

Under the terms of Amendment No. 2, the Ground Rent for Demised Premises, Fuel Storage Facilities Rent, and initial Improvements Payments Rent (Rents) will be billed retroactive to October 1, 2024, with such Rents being comprised of the following:

Description of Rents	Initial Annual Rents	Initial Monthly Rents
Ground Rent for Demised Premises	\$199,763.81	\$16,646.98
Fuel Storage Facilities Rent	\$394,042.82	\$32,836.90
Improvements Payments Rent		
Expansion of System – East Cargo to Emery	\$334,776.24	\$27,898.02
Expansion of System – East Cargo to FedEx	\$53,989.32	\$4,499.11
Secondary Containment for Fuel Storage Tanks	\$445,400.88	\$37,116.74
Bulk Fuel Storage Facility Upgrades	\$777,331.32	\$64,777.61
EFSO Project	\$202,164.36	\$16,847.03
Truck Rack Project	\$166,129.32	\$13,844.11
FY23 Fuel Farm Projects - Group 1	\$323,756.88	\$26,979.74
FY23 Fuel Farm Projects - Group 2	\$195,582.81	\$16,298.57
TOTAL	\$3,092,937.76	\$257,744.81

Funding:

N/A

Recommendation:

Management recommends adoption of Resolution No. 2025-53.

Resolution:

Resolution No. 2025-53 approves and authorizes execution of Amendment No. 2 to Use and Lease Agreement for Fuel Facilities and Pipeline at Tampa International Airport with Southwest Airlines Co.; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

G. APPROVAL OF THE CONSENT AGENDA

Subject	2. Construction Contract for Fire Alarm System Upgrades – Phase 2, HCAA Project No. 7321 25, Johnson Controls Fire Protection, L.P., utilizing Sourcewell Contract No. 030421-JHN, Tampa International Airport, Resolution No. 2025-40
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

On February 1, 2024, the Board approved a Construction Contract for Phase 1 of the Fire Alarm System Upgrades Project, which included an upgrade of all obsolete fire alarm system components at Tampa International Airport Main Terminal, Short Term Parking Garage, and Long Term Parking Garage.

Phase 2 of the Fire Alarm System Upgrades Project includes the upgrade of obsolete fire alarm system components at Tampa International Airport Airside A (Node 3), Host Terminal (Node 9), Airside F (Node 10), "A" Sortation Facility (Node 12), "F" Sortation Facility (Node 14) Main Terminal 71' Level (Node 26), Main Terminal APM1 (Node 32), Vertical Circulation Building (Node 41), and Maintenance & Police Building (Node 42). These upgrades will address all end-of-life equipment, including panels, power supplies, network cards, mapnet cards, and other associated support devices. These upgrades also include programming, testing, certification, and updating the workstation screens in the Airport Operations Center.

Authority Policy P410 authorizes the utilization of federal, state, local, or multi-state cooperative purchasing contracts to purchase goods and services without obtaining three quotes or advertisement.

Proposal:

This item requests approval of Construction Contract for Fire Alarm System Upgrades – Phase 2 (Contract) with Johnson Controls Fire Protection, L.P. utilizing Sourcewell Contract No. 030421-JHN in a total not-to-exceed amount of \$1,129,989.25. The Contract will commence on April 3, 2025 and substantial completion is anticipated by August 18, 2026.

Funding:

This item is included in the Capital Budget.

Recommendation:

Management recommends adoption of Resolution No. 2025-40.

Resolution:

Resolution No. 2025-40 approves and authorizes award and execution of Construction Contract for Fire Alarm System Upgrades – Phase 2, HCAA Project No. 7321 25 at Tampa International Airport with Johnson Controls Fire Protection, L.P. in the total not-to-exceed amount of \$1,129,989.25; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

G. APPROVAL OF THE CONSENT AGENDA

Subject	3. Purchase of Wetland Mitigation Credits, Mangrove Point Mitigation Bank, LLC, HCAA Project No. 8505 23, Tampa International Airport, Resolution No. 2025-50
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

Tampa International Airport (TPA) currently has large, wooded areas along the western and northern property boundaries as well as additional wooded areas within the northern interior. The most recent Wildlife Hazard Assessment in February 2022 identified these wooded areas as providing shelter, roosting, nesting, and perch sites for high-risk species. To improve safety, the Authority has developed a plan to remove all trees and vegetation within the Airport Operations Area (AOA). This will reduce habitat, shelter, and food sources for high-risk species and prey in the AOA and remove approximately 155 acres of forested area.

TPA is located within the Tampa Bay Drainage Basin. There are three permitted mitigation banks within the Tampa Bay Drainage Basin located within Hillsborough County. Of those three, only Mangrove Point Mitigation Bank, LLC has saltwater forested credits available.

The Authority is seeking to purchase appropriate State of Florida (State) and Hillsborough County Environmental Protection Commission Mitigation Credits to offset 2.5 units of UMAM State and Hillsborough County saltwater forested credits for Authority projects within the Tampa Bay Drainage Basin and located within the physical confines of Hillsborough County.

On March 12, 2025, a Notice of Intent to Sole Source with Mangrove Point Mitigation Bank, LLC was advertised for the purchase of saltwater forested mitigation credits. No Responses were received.

Authority Policy P410 authorizes sole source purchases when no other authorized vendor can supply the required equipment, materials, supplies, or services.

Proposal:

Mangrove Point Mitigation Bank, LLC sells each saltwater forested mitigation credit for \$400,000.

Staff recommends awarding the purchase of 2.5 units of UMAM State and Hillsborough County saltwater forested mitigation credits from Mangrove Point Mitigation Bank, LLC in the maximum purchase authorization amount of \$1,000,000.

Funding:

This item is included in the Capital Budget.

Recommendation:

Management recommends adoption of Resolution No. 2025-50.

Resolution:

Resolution No. 2025-50 approves and authorizes purchase of wetland mitigation credits from Mangrove Point Mitigation Bank, LLC in the maximum purchase authorization amount of \$1,000,000; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

G. APPROVAL OF THE CONSENT AGENDA

Subject	4. Purchase Order, Medium Duty and Compact Construction Equipment with Related Attachments utilizing Sourcewell Contract No. 020223-AVT, Alta Equipment Company Florida, Tampa International Airport
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

The Authority's Capital Equipment Budget provides for the purchase of a spider lift for the Maintenance Department. New equipment is added to the Authority's fleet on an as-needed basis, and existing equipment is replaced based on years of service and condition evaluation.

Authority Policy P410 authorizes the utilization of federal, state, local, or multi-state cooperative purchasing contracts to purchase goods and services without obtaining three quotes or advertisement.

Proposal:

This item authorizes the issuance of a Purchase Order to Alta Equipment Company Florida for medium duty and compact construction equipment with related attachments utilizing Sourcewell Contract No. 020223-AVT in a maximum purchase authorization amount of \$160,000.

Funding:

This item is included in the Capital Equipment Budget.

Recommendation:

The Chief Executive Officer recommends that the Board authorize the issuance of a Purchase Order to Alta Equipment Company Florida and authorize the Chief Executive Officer or designee to execute all other ancillary documents.

The Board may act on this by motion; no resolution is required.

G. APPROVAL OF THE CONSENT AGENDA

Subject	5. Increase in Authorization, Product Service Agreement, Public Safety Communications Technology and Hardware Solutions utilizing State of Florida Contract No. 43190000-21-SRCWL-ACS, Zetron, Inc., Tampa International Airport
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

On November 9, 2023, the Board authorized the execution of a Product Service Agreement with Zetron, Inc. (Zetron) utilizing State of Florida Contract No. 43190000-21-SRCWL-ACS for the Term of November 9, 2023 through June 23, 2025, with one, one-year renewal option at the discretion of the Chief Executive Officer contingent upon approval of similar renewal option exercised by the State of Florida, in a maximum purchase authorization amount of \$200,000, including the renewal option.

The Authority requires maintenance and support services for the Airport Operations Center's dispatch control system. The dispatch control system currently in place is Zetron's ACOM Command & Control System (System). This mission-critical System is an integrated touchscreen communications solution that combines both voice and data communication together onto a single screen supporting dozens of phone lines and allows the Airport Operations Center to successfully manage hundreds of phone calls daily across Tampa International Airport.

In addition to the existing setup, the Authority is expanding its Airport Operation Center (AOC) to include an alternate location. This expansion will ensure continuity of operations and will serve as a backup to maintain seamless communication and operational effectiveness under all circumstances.

Proposal:

This item requests an increase of \$200,000 to the previously approved maximum purchase authorization amount of \$200,000 for maintenance and support services, for a new maximum purchase authorization amount of \$400,000, including the renewal option.

Funding:

This item is included in the O&M Budget.

Recommendation:

The Chief Executive Officer recommends that the Board authorize an increase of \$200,000 to the previously approved maximum purchase authorization amount of \$200,000 for maintenance and support services for a new maximum purchase authorization amount of \$400,000 and authorize the Chief Executive Officer or designee to execute all other ancillary documents.

The Board may act on this by motion; no resolution is required.

G. APPROVAL OF THE CONSENT AGENDA

Subject	6. Supplemental Contract and Issuance of Purchase Orders, Public Safety Video Surveillance Solutions with Related Equipment, Software and Accessories utilizing Sourcewell Contract No. 101223-AXN, Axon Enterprise, Inc., Tampa International Airport, Resolution No. 2025-45
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

The Authority Public Safety and Security Department routinely purchases public safety video surveillance solutions with related equipment, software and accessories, including tasers, portable and mobile video camera and recording solutions such as body-worn and equipment-mounted devices, mounted or installed video camera and recording solutions designed for law enforcement, automated activation devices, lasers, monitors, recorders, microphones, transmitters, data storage, and analysis and management software solutions and applications for self-hosted and cloud-based systems.

On November 2, 2022, the Board executed a Supplemental Contract with Axon Enterprise, Inc. for public safety video surveillance solutions with related equipment, software and accessories utilizing Sourcewell Contract No. 010720-AXN for a Term of November 3, 2022 through February 21, 2024, with one, one-year renewal option at the discretion of the Chief Executive Officer, in a maximum purchase authorization amount of \$500,000, including the renewal option. That Supplemental Contract expired on February 21, 2025.

Authority Policy P410 authorizes the utilization of federal, state, local or multi-state cooperative purchasing contracts to purchase goods and services without obtaining three quotes or advertisement.

Proposal:

This item authorizes execution of a Supplemental Contract with and the issuance of Purchase Orders to Axon Enterprise, Inc. for the purchase of public safety video surveillance solutions with related equipment, software and accessories, including drone detection/C-UAS solutions, on an as-needed basis utilizing Sourcewell Contract No. 101223-AXN for the Term of April 3, 2025 through December 15, 2027, with three (3), one (1) year renewal options at the discretion of the Chief Executive Officer, in a maximum purchase authorization amount of \$1,250,000.

In addition, this item authorizes the Chief Executive Officer or designee to execute all purchase documents required to complete the purchase of public safety video surveillance solutions with related equipment, software and accessories including, but not limited to, statements of work, end user license agreements, and service level agreements.

Funding:

This item is included in the O&M and Federal Forfeiture Funds Budgets.

Recommendation:

Management recommends adoption of Resolution No. 2025-45.

Resolution:

Resolution No. 2025-45 approves and authorizes execution of Supplemental Contract with and issuance of Purchase Orders to Axon Enterprise, Inc.; authorizes the Chief Executive Officer or designee to execute all purchase documents required to complete the purchase including, but not limited to, statements of work, end user license agreements, and service level agreements; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

G. APPROVAL OF THE CONSENT AGENDA

Subject	7. Authorization to Establish and Administer Authority Bank Accounts and Investments, Tampa International Airport, Resolution No. 2025-51
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

Policy P450, Banking and Investments, authorizes the Chief Executive Officer or designees to deposit, spend and invest Authority funds as allowed by applicable law and the Trust Agreement. Authority Standard Procedure S450.01, Bank Accounts, sets forth the procedures regarding the establishment and administration of Authority bank accounts, including segregation of duties and internal controls.

Banks and investment firms require Resolutions naming the positions authorized to conduct banking and investing on behalf of the Authority.

Proposal:

This item authorizes the Chief Executive Officer, the Chief Financial Officer/Executive Vice President of Finance & Procurement, and the Vice President of Finance, each individually, to establish and administer accounts, execute banking agreements, deposit funds, and designate and authorize individuals to execute wire transfers and the transfer of funds for all Authority depository accounts as well as other accounts established in accordance with the Trust Agreement, as supplemented and amended, and within Florida law. Additionally, the Chief Executive Officer, the Chief Financial Officer/Executive Vice President of Finance & Procurement, and the Vice President of Finance, each individually, are authorized to execute investment services agreements, establish investment accounts, sign checks, authorize the deposit or transfer of funds for all investment accounts as well as other accounts established in accordance with the Trust Agreement, as supplemented and amended, and within Florida law, purchase and sell investments, and sell, assign and endorse for transfer certificates representing stocks, bonds or other securities registered in the name of the Authority.

Funding:

N/A

Recommendation:

Management recommends adoption of Resolution No. 2025-51.

Resolution:

Resolution No. 2025-51 approves and authorizes the Chief Executive Officer, the Chief Financial Officer/Executive Vice President of Finance & Procurement, and the Vice President of Finance to conduct banking and investing on behalf of the Authority.

G. APPROVAL OF THE CONSENT AGENDA

Subject	8. Amendment No. 1 to Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession, Turo, Inc., Tampa International Airport, Resolution No. 2025-46
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

On May 5, 2022, the Board approved a Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession (Agreement) with Turo, Inc. (Turo) to operate a peer-to-peer vehicle sharing concession through Turo's website, mobile application, or other platform. The Term of the Agreement is May 5, 2022 through May 4, 2023, with two, one-year renewal options. The Chief Executive Officer (CEO) previously authorized both renewal options, resulting in a current termination date of May 4, 2025.

Policy P820, Award of Concession Agreements, allows for negotiation with an existing concessionaire to facilitate the development of the Airport if it is determined by the CEO to be in the best interest of the public and the Authority to negotiate a new agreement with the current concessionaire for continued operation of all or part of the concession privilege.

Proposal:

This item authorizes execution of Amendment No. 1 to the Agreement with Turo extending the Term of the Agreement for one (1) year for a new termination date of May 4, 2026. All other terms and conditions of the Agreement will remain the same.

Funding:

N/A

Recommendation:

Management recommends adoption of Resolution No. 2025-46.

Resolution:

Resolution No. 2025-46 approves and authorizes execution of Amendment No. 1 to Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession at Tampa International Airport with Turo, Inc.; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

G. APPROVAL OF THE CONSENT AGENDA

Subject	9. Appointment of Authority Representative to Hillsborough County Transportation Planning Organization Board, Michael A. Stephens, Resolution No. 2025-52
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

The Authority is a member of the Hillsborough County Transportation Planning Organization (TPO) and as such is responsible for designating a representative to serve as a voting member on the TPO Board. With Michael A. Stephens becoming the Chief Executive Officer on April 5, 2025, the Authority Board must designate a voting member to represent the Authority on the TPO Board for a Term of four years.

Proposal:

Staff recommends that Michael A. Stephens be appointed to serve on the TPO Board as a voting member to represent the Authority.

Funding:

N/A

Recommendation:

Management recommends adoption of Resolution No. 2025-52.

Resolution:

Resolution No. 2025-52 approves and authorizes execution of a letter to the Hillsborough County Transportation Planning Organization appointing Michael A. Stephens to serve as a voting member to represent the Hillsborough County Aviation Authority on the Hillsborough County Transportation Planning Organization Board; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

G. APPROVAL OF THE CONSENT AGENDA

Subject	10. Amendment to Schedule 5, Organizational Chart and Personnel Expense Analysis, Fiscal Year 2025 Budget, Tampa International Airport, Resolution No. 2025-54
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action (Consent)

Background:

The Fiscal Year 2025 Budget included Schedule 5, which contains the Executive Organizational Chart and the annual salary ranges for Authority personnel, including five pay grades for law enforcement personnel from Trainee to Lieutenant and ten pay grades for all other employees.

The Fiscal Year 2025 Budget also included funding to conduct and implement a pay study for the Maintenance Department, which was recently completed by Baker Tilly, a global consulting firm. The study determined the market value of each job and proposed seven new salary ranges specifically for the Maintenance Department employees to ensure internal and external parity.

Additionally, the CEO transition and related organizational changes necessitate an increase to the maximum salary range of the G10 Pay Grade for Executive Vice Presidents and an update to the Executive Organizational Chart.

Proposal:

This item amends Schedule 5 in the Fiscal Year 2025 Budget to add Maintenance Pay Grades M1-M7, adjusts the maximum salary range for the G10 Pay Grade, Executive Vice Presidents, and updates the Executive Organizational Chart to reflect organizational changes.

Funding:

This item is included in the O&M Budget.

Recommendation:

Management recommends adoption of Resolution No. 2025-54.

Resolution:

Resolution No. 2025-54 approves Amendment to Schedule 5, Organizational Chart and Personnel Expense Analysis, in the Fiscal Year 2025 Budget.

H. POLICIES OR RULES FOR CONSIDERATION OR ACTION

Subject	1. Policies or Rules for Consideration or Action
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action

I. COMMITTEE REPORTS

Subject	1. Committee Reports
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Reports

J. UNFINISHED BUSINESS

Subject	1. Contract for Continuing Environmental Engineering Consulting Services, APTIM Environmental & Infrastructure, LLC, Tampa International, Peter O. Knight, Tampa Executive, and Plant City Airports, Resolution No. 2025-47
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action

Background:

On February 3, 2025, the Board approved negotiations with the number one ranked firm, APTIM Environmental & Infrastructure, LLC, for environmental engineering consulting services. The Contract for Continuing Environmental Engineering Consulting Services (Contract) is intended to provide comprehensive, continuing environmental engineering consulting services consistent with all Federal, State, and local regulations.

Proposal:

The proposed scope of work under the Contract will include design professional and consultant services for CIP and O&M Projects for FY2025 through FY2030. The Term of the Contract is April 3, 2025 through April 2, 2030 in a total not to exceed amount of \$4,365,000.

A W/MBE expectancy of at least 15% of the dollar amount earned on the Contract was prescribed. A W/MBE goal of at least 15% will be incorporated into the Contract.

Funding:

This item is included in the Capital and O&M Budgets.

Recommendation:

Management recommends adoption of Resolution No. 2025-47.

Resolution:

Resolution No. 2025-47 approves and authorizes execution of Contract for Continuing Environmental Engineering Consulting Services at Tampa International, Peter O. Knight, Tampa Executive, and Plant City Airports with APTIM Environmental & Infrastructure, LLC; and authorizes the Chief Executive Officer or designee to execute all other ancillary documents.

J. UNFINISHED BUSINESS

Subject	2. 457(f) Deferred Compensation Plan, Tampa International Airport, Resolution No. 2025-55
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action

Background:

The Employment Contract with CEO Michael Stephens was approved at the March 6, 2025 Authority Board Meeting and provides for a 457(f) Deferred Compensation Plan to be adopted by the Authority that provides benefits of a similar value to the 457(f) plan created for the previous CEO.

Proposal:

The proposed 457(f) Deferred Compensation Plan is presented for review and approval.

Funding:

This item is included in the O&M Budget.

Recommendation:

Management recommends adoption of Resolution No. 2025-55.

Resolution:

Resolution No. 2025-55 approves and authorizes the proposed 457(f) Deferred Compensation Plan.

K. NEW BUSINESS

Subject	1. New Business
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Action

L. STAFF REPORTS

Subject	1. Staff Reports
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Information

M. ADJOURNMENT

Subject	1. Adjournment
Meeting	Apr 3, 2025 - Aviation Authority Regular Board Meeting
Access	Public
Type	Procedural
