

Hillsborough County Aviation Authority  
Regular Board Meeting

Thursday, 9:00 a.m.  
April 3, 2025

A Regular Board Meeting was convened in the Boardroom, Level 4 of SkyCenter ONE, Tampa, Florida, on Thursday, April 3, 2025.

Members present were: Chairman Diehl, Gary Harrod, Robert Watkins, Commissioner Cohen and Mayor Castor (arrived at 9:03 a.m.)

Aviation Authority staff members present were CEO Joe Lopano, General Counsel Michael Stephens, Chris Minner, Damian Brooke, John Tiliacos, Smitha Radhakrishnan, Veronica Cintron, Elita McMillon, Jeff Siddle, Violet Cummins, Rob Porter, Tony Conza, Scott Knight, Michael Kamprath, Beau Zimmer, Josh Gillin, Laurie Noyes, James Tarro, Kristopher Allen, Gina Dew, Paul Horst, Emily Nipps, Tony O'Brian, Melissa Solberg, Matt Bauer, Analisa Whiteside, Brett Fay, Alex Heiter, John Mallory, Doug Wycoff, Joel Feldman, Randy Forister, Dan Porter, Chris Vergamini, Daniel Jones, Derek Wood, Steven McDonald, Stacey Nance, Marilyn Gauthier, Kevin Podsiad, Felicia Carlee, James Hanney, Jackie Lyons, Kendra Thomas, Eric Caplan, Anthony Alonso, Brent Sargent, Angelo Mottola, Danny Glennon, Tara Camp and Silvana Muro.

Chairman Diehl welcomed everyone to the Regular Board Meeting of the Aviation Authority. He asked that anyone who would like to comment on propositions before the Board see Violet Cummins for a form.

The Pledge of Allegiance was recited.

Chairman Diehl called the April 3, 2025 Regular Board Meeting to Order.

Mr. Lopano announced that there would be no Attorney Client Closed Session at this meeting.

Chairman Diehl then asked for a Motion to Approve the Agenda.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, the Agenda was unanimously approved by all Board Members present.

There were no Public Comments.

Chairman Diehl asked General Counsel Stephens if there were any abstentions from the Regular Board Meeting held on March 6, 2025 that needed to be read into the record. General Counsel

Stephens replied that there were no abstentions from the March 6, 2025 Board Meeting and none were anticipated at this meeting.

Chairman Diehl asked if there were any additions or corrections to the Minutes of the Regular Board Meeting held on March 6, 2025.

Upon motion of Commissioner Cohen, seconded by Gary Harrod, the Minutes of the Regular Board Meeting held on March 6, 2025 were unanimously approved by all Board Members present.

Before moving on to the Management Report, Chairman Diehl remarked on Mr. Lopano's final meeting after 14 years as CEO. He said that Mr. Lopano will be missed. Chairman Diehl then transitioned to the Management Report.

Chris Minner began with the Performance Assessment Report. He shared that Tampa International Airport saw just under 2 million passengers in February, with a 5.8% drop from last year mainly due to the leap year and slightly lower airline load factors. However, international traffic grew nearly 25%, thanks to the return of Delta's Amsterdam flight and increased service from Aeromexico and Copa Airlines.

Avianca launched its first-ever nonstop flight from Tampa to Bogotá.

Mr. Minner also highlighted new service from JetBlue, Delta, and Breeze Airways. Tampa International continued its community leadership by hosting the USF World International Business Forum opening reception.

The Airport earned over \$4 million in media value and saw a huge increase in social media engagement, largely driven by a viral early April Fool's post about the giant flamingo. Tampa International's social media following grew to nearly 430,000.

John Tiliacos was next and began his report with a Spring Break update. Passenger numbers were down about 4% compared to last year due to softening travel demand and operational challenges. A full update will be given next month.

Mr. Tiliacos then gave an update on a self-service bag drop device at the rental car center, making TPA the first U.S. airport to offer a common use self-bag drop. The device scans IDs, weighs bags, and processes payments for overweight/oversized luggage.

The Girls Achieving Leadership in Aviation (GALA) Fundraiser event celebrated the 75th anniversary of the first all-women air show and was a major success. Over 250 guests attended, raising more than \$40,000 in scholarships. With an additional \$50,000 grant that Mr. Lopano received from the Lightning Foundation, the total raised exceeded \$90,000.

Smitha Radhakrishnan reported on a successful public outreach event on March 25, 2025 to educate the community on doing business with Tampa International Airport, especially in connection with the Airside D project.

This concluded the Management Report.

Chairman Diehl then moved on to the Consent Agenda and asked if there were any items on the Consent Agenda that anyone would like to have set aside for further consideration.

Mayor Castor asked to have a more in depth discussion about Item G3.

### Item G3

Purchase of Wetland Mitigation Credits, Mangrove Point Mitigation Bank, LLC, HCAA Project No. 8505 23, Tampa International Airport, Resolution No. 2025-50.

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.

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.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2025-50.

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

Jeff Siddle started the conversation that the Board previously approved a Wildlife Hazard Mitigation Program to remove 155 acres of trees to reduce wildlife near the Airport. The Authority must also purchase wetland mitigation credits to offset impacts to 3.9 acres of saltwater wetlands, since the Authority does not have sufficient credits in their existing mitigation bank.

Mayor Castor expressed concern about cutting 155 acres, and suggested a phased approach by removing underbrush and invasive species but keeping trees like oaks, especially given recent losses from Hurricane Milton.

Smitha Radhakrishnan stated that because 40% of the land is underbrush and 60% has mixed species, partial removal would be ineffective. The Authority is also required to identify and remove hazards to comply with Federal grant obligations.

John Tiliacos added that in 2024 there were 149 bird strikes and 24 triggering events (serious incidents). Bird hazards, not just coyotes, are the main threat, and partial clearing would not eliminate the bird problem.

Mayor Castor remained unconvinced, highlighting that bird habitats exist nearby regardless of clearing and emphasized the importance of preserving the tree canopy. She stated she would vote no on the item.

Chairman Diehl suggested continuing the discussion at the June Board Meeting after the gopher tortoise relocation is approved in May.

Mayor Castor then added that she would vote yes on the Consent Agenda because it is for the wetland mitigation and not for the removal of trees at this time.

Upon motion of Commissioner Cohen and seconded by Gary Harrod, the Consent Agenda was unanimously approved by all Board Members present.

The following were the remaining items in the Consent Agenda.

Item G1

Amendment No. 2 to Use and Lease Agreement for Fuel Facilities and Pipeline, Southwest Airlines Co., Tampa International Airport, Resolution No. 2025-53.

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.

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:

<b>Description of Rents</b>	<b>Initial Annual Rents</b>	<b>Initial Monthly Rents</b>
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

<b>TOTAL</b>	<b>\$3,092,937.76</b>	<b>\$257,744.81</b>
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Management recommended adoption of Resolution No. 2025-53.

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

Item G2

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.

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 programing, 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.

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.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2025-40.

Resolution No. 2025-40 approved and authorized 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 authorized the Chief Executive Officer or designee to execute all other ancillary documents.

#### Item G4

Purchase Order, Medium Duty and Compact Construction Equipment with Related Attachments utilizing Sourcewell Contract No. 020223-AVT, Alta Equipment Company Florida, Tampa International Airport.

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.

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.

This item is included in the Capital Equipment Budget.

The Chief Executive Officer recommended 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 acted on this by motion; no resolution was required.

#### Item G5

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.

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.

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.

This item is included in the O&M Budget.

The Chief Executive Officer recommended 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 acted on this by motion; no resolution was required.

#### Item G6

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.

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.

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.

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

Management recommended adoption of Resolution No. 2025-45.

Resolution No. 2025-45 approved and authorized execution of Supplemental Contract with and issuance of Purchase Orders to Axon Enterprise, Inc.; authorized 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 authorized the Chief Executive Officer or designee to execute all other ancillary documents.

#### Item G7

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

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.

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.

Management recommended adoption of Resolution No. 2025-51.

Resolution No. 2025-51 approved and authorized 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.

#### Item G8

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

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.

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.

Management recommended adoption of Resolution No. 2025-46.

Resolution No. 2025-46 approved and authorized 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 authorized the Chief Executive Officer or designee to execute all other ancillary documents.

#### Item G9

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

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.

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

Management recommended adoption of Resolution No. 2025-52.

Resolution No. 2025-52 approved and authorized 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 authorized the Chief Executive Officer or designee to execute all other ancillary documents.

#### Item G10

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

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.

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.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-54.

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

There were no Policies or Rules for Consideration or Action or Committee Reports. Chairman Diehl proceeded to Unfinished Business.

The following items were in Unfinished Business.

#### Item J1

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, presented by Jeff Siddle.

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.

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.

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

Management recommended adoption of Resolution No. 2025-47.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, Contract for Continuing Environmental Engineering Consulting Services at Tampa International, Peter O. Knight, Tampa Executive, and Plant City Airports with APTIM Environmental & Infrastructure, LLC was unanimously approved by all Board Members present; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-47.

#### Item J2

457(f) Deferred Compensation Plan, Tampa International Airport, Resolution No. 2025-55, presented by Elita McMillon.

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.

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

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-55.

Upon motion of Gary Harrod, seconded by Harry Cohen, the 457(f) Deferred Compensation Plan was unanimously approved by all Board Members present by adoption of Resolution No. 2025-55.

This concluded Unfinished Business. There was no New Business. Chairman Diehl proceeded to Staff Reports.

Jeff Siddle provided an update on Master Plan Phase 2. He noted that significant progress has been made. Final structural work, including the arrival drive deck, is progressing well, and finances remain in good shape with sufficient contingency funds.

Before adjourning the meeting, General Counsel Stephens requested an Attorney-Client Closed Session be held at the May 2025 Board Meeting to discuss pending litigation and strategy related to litigation expense and to seek the Board's direction.

Board Members each gave individual messages of gratitude to Mr. Lopano and wished him well in his retirement.

With no further business to be brought before the Board, Chairman Diehl adjourned the meeting.



Arthur F. Diehl III, Chairman



Jane Castor, Secretary