

Hillsborough County Aviation Authority
Regular Board Meeting

Thursday, 9:00 a.m.
June 5, 2025

A Regular Board Meeting Hearing was convened in the Boardroom, Level 4 of SkyCenter ONE, Tampa, Florida, on Thursday, June 5, 2025.

Members present were: Chairman Diehl, Robert Watkins, Commissioner Cohen and Gary Harrod. Mayor Castor was not in attendance.

Aviation Authority staff members present were CEO Michael Stephens, General Counsel Cynji Lee, Chris Minner, Damian Brooke, John Tiliacos, Smitha Radhakrishnan, Veronica Cintron, Elita McMillon, Scott Knight, Jeff Siddle, Violet Cummins, Rob Porter, Tony Conza, Michael Kamprath, Josh Gillin, Laurie Noyes, James Tarro, Kristopher Allen, Paul Horst, Melissa Solberg, Matt Bauer, Analisa Whiteside, Brett Fay, John Mallory, Randy Forister, Chris Vergamini, Felicia Carlee, Tara Camp, Nancy Duggan, Dan Johnson, Ben Robins, Emily Nipps, Tony O'Brian, Chief Charlie Vazquez, Mike Cooper, Jonathan Hestres Rivera, Justin Piazza, Cheryl Hawkins, April Kelly, Steven McDonald, Shannon Boos, Danny Glennon, Brandon Taugner, Angelo Mottola, Stacey Nance, and Kelly Figley.

Chairman Diehl welcomed everyone to the Regular Board Meeting. 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 Regular Board Meeting to Order.

Mr. Stephens 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 Robert Watkins, seconded by Gary Harrod, the Agenda was unanimously approved by all Board Members present.

There were no Public Comments.

Chairman Diehl asked General Counsel Lee if there were any abstentions from the Regular Board Meeting held on May 1, 2025 that needed to be read into the record. General Counsel Lee replied that there were no abstentions from the May 1, 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 May 1, 2025.

Upon motion of Robert Watkins, seconded by Commissioner Cohen, the Minutes of the Regular Board Meeting held on May 1, 2025 were unanimously approved by all Board Members present.

Chairman Diehl then proceeded to the Management Report.

Michael Stephens introduced Cynji Lee as the Authority's new General Counsel and Chief Legal Officer. She previously managed Legal Affairs and Government Relations for Miami International Airport and its five general aviation airports.

Chris Minner began with the Performance Assessment Report and reported that total passenger traffic at Tampa International Airport was steady year-over-year at 2.25 million, though slightly under budget by 2%. International traffic grew 22% with nearly 260,000 passengers. Scheduled seat capacity is projected to rise 8.3% through August, making Tampa the fastest-growing large hub in Florida, ahead of Orlando, Miami, and Fort Lauderdale.

Mr. Minner next reported on several current events at Tampa International Airport. Silver Airways experienced a maintenance disruption affecting around 100 flights but has since returned to full operations as of June 1. Breeze Airways will begin nonstop service to Key West on June 12 and has also launched new nonstop routes to Memphis and New Orleans. Air Canada will pause its seasonal nonstop flights to Vancouver, a key route during the summer cruise season, but plans to resume service next year along with WestJet.

Chris Minner concluded his report with an overview of media and social media activity. For the month of May, Tampa International Airport earned over 23 million media impressions, valued at approximately \$750,000. On social media, the Airport gained over 5,500 new followers, reaching more than 444,000 across major platforms.

Smitha Radhakrishnan provided an update on the Airside D Project at Tampa International Airport, announcing that the team has reached the 60% design milestone. The design-build team, led by Hensel Phelps and HNTB, submitted updated plans, renderings, and a project estimate that is aligned with the previous \$1.55 billion budget. The three-level terminal features an apron level for international arrivals and customs, a departure level with security and concessions, and a mezzanine level housing airline lounges, designed with the theme Tranquil Tampa. The final design and guaranteed maximum price are expected by December 2025, with Board approval anticipated in early 2026. Also, Ms. Radhakrishnan shared that TPA has been recognized as the first and only U.S. airport to achieve a Silver Bicycle-Friendly Community designation.

Paul Horst and Shannon Boos shared an update on Tampa International Airport's 2024 Annual Giving Campaign benefiting United Way Suncoast. TPA 5K on the Runway, held on April 12th, attracted

2,000 participants and raised \$104,000. To boost internal engagement, the Authority hosted its first-ever lip sync battle in the Main Terminal. This year's efforts raised \$165,000 for United Way Suncoast, pushing TPA's 20-year contribution total to over \$2 million. Mike McCollum, Chief Philanthropy Officer for United Way Suncoast thanked the Authority for its continued partnership and support.

This concluded the Management Report.

Chairman Diehl then moved on to the Consent Agenda.

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

The following items were contained in the Consent Agenda.

Item G1

License Agreement, V.O.K. Protective Services, Inc., Tampa International Airport, Resolution No. 2025-82.

V.O.K. Protective Services, Inc. (V.O.K.) desires to provide escort services at Tampa International Airport under a License Agreement (Agreement) in accordance with Federal Aviation Administration and Authority escort and security requirements.

Staff recommended entering into an Agreement with V.O.K. for the initial Term of June 5, 2025 through September 30, 2026. The Agreement includes one, one-year renewal option. Under the Agreement, V.O.K.'s Minimum Annual Privilege Fee (MAPF) is \$7,200. V.O.K. will pay one-twelfth of the MAPF on a monthly basis. Additionally, V.O.K. will incur a Percentage Fee (PF) of ten percent (10%) on its monthly Gross Receipts. If the PF exceeds the MAPF in any month, V.O.K. must remit the excess amount to the Authority within 15 days of receiving the Authority's invoice.

Management recommended adoption of Resolution No. 2025-82.

Resolution No. 2025-82 approved and authorized execution of License Agreement at Tampa International Airport with V.O.K. Protective Services, Inc.; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G2

Selection of Firm and Award of Contract, Airport Consultant Services, Ricondo & Associates, Inc., Tampa International Airport, Resolution No. 2025-72.

The Authority is required by its Trust Agreement and Policy P402, Airport Consultant to retain a nationally recognized airport consultant who will assist the Authority with the following services:

- Recommendations on schedules of rentals
- Review of the annual budget
- Feasibility studies for capital improvements financed by bonds
- Support during airline negotiations and operating agreements
- Review of business plans
- Preparation of Passenger Facility Charge applications
- Project justification for any loan or grant programs
- Preparation of FAA Competition Plans
- Forecasting passenger flow analysis
- Assistance and other additional advisory services as may be specifically requested by the Authority.

The Authority's current contract for airport consultant services with Ricondo & Associates, Inc. expires on June 30, 2025.

On January 31, 2025, a Request for Proposals for Airport Consultant Services at Tampa International Airport was issued.

Two Responses were received and evaluated by staff. The following firms are listed in order of technical ranking:

1. Ricondo & Associates, Inc.
2. Landrum and Brown, Inc.

The Term of the Contract for Airport Consultant Services (Contract) is July 1, 2025 through June 30, 2030, with one, one-year renewal option at the discretion of the Chief Executive Officer or designee. The approved hourly billing rates for the Term of the Contract, including the optional renewal year, are set forth in the Contract. The maximum purchase authorization amount of the Contract, including the renewal option, is \$1,492,685.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-72.

Resolution No. 2025-72 approved the ranking; authorized award and execution of Contract for Airport Consultant Services at Tampa International Airport with Ricondo & Associates, Inc.; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G3

Construction Contract, Aircraft Rescue & Fire Fighting (ARFF) Foam Transition, HCAA Project No. 7440 25, Montrose Environmental Solutions, Inc., Tampa International Airport, Resolution No. 2025-73.

HCAA Project No. 7440 25 involves a comprehensive transition to Solberg® 3% Mil-Spec Synthetic Fluorine-Free Foam (SFFF) for the Aircraft Rescue and Firefighting (ARFF) system, ensuring compliance with updated environmental and safety standards. The scope includes procuring the Solberg® SFFF, followed by the draining, rinsing, and proper disposal of the existing Aqueous Film Forming Foam (AFFF) to eliminate legacy materials. The existing ARFF trucks will be retrofitted to accommodate the new foam, with thorough testing conducted to verify their functionality and readiness before being returned to service. Additionally, the ARFF foam storage areas within the ARFF Station will be renovated to support the updated foam system, providing a modernized and efficient storage solution for the new materials. The Project ensures the ARFF system's operational integrity while aligning with environmental responsibility.

An Invitation to Bid was issued on March 17, 2025. On April 23, 2025, four (4) Bids were publicly opened and read aloud as follows:

| <u>Company Name</u> | <u>Bid Amount</u> |
|--|-------------------|
| Specialized Professional Services, Inc.* | \$876,498.00 |
| Montrose Environmental Solutions, Inc. | \$914,453.98 |
| Total Fire Protection, Inc.** | \$1,164,645.00 |
| Parsons Environment & Infrastructure Group, Inc. | \$1,541,904.95 |

*Specialized Professional Services, Inc. was deemed non-responsive for failing to met the requirement of being a licensed Contractor in the State of Florida at the time of submitting it's Bid.

**Total Fire Protection, Inc. was deemed non-responsive for failing to include with it's Bid the required Bid Bond or Surety Bond Affidavit.

The lowest responsive and responsible Bidder is Montrose Environmental Solutions, Inc.

A W/MBE Goal participation rate of 0% was prescribed. No W/MBE Goal is incorporated into the Construction Contract.

Per Authority Policy P410, staff may authorize the use of Owner's Direct Purchase Program for construction materials and supplies, as appropriate.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2025-73.

Resolution No. 2025-73 approved and authorized award and execution of Construction Contract for Aircraft Rescue & Fire Fighting (ARFF) Foam Transition, HCAA Project No. 7440 25 at Tampa International Airport with Montrose Environmental Solutions, Inc. in the amount of \$914,453.98; approved rejection of the Bids received from Specialized Professional Services, Inc. and Total Fire Protection, Inc. as non-responsive; authorized staff to use Owner's Direct Purchase Program if appropriate; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G4

Purchase Orders, Camera and Camera Parts and Repairs, Fast Forward Electronics Inc., Tampa International Airport.

The Authority utilizes different types of cameras throughout the Airports owned and operated by the Authority. Purchase orders are issued on an as-needed basis.

An Invitation to Bid for Cameras and Camera Parts and Repairs was issued on March 24, 2025. On April 24, 2025, Bids were publicly opened and three Bids were received.

The award is based on the highest percentage discount off manufacturer's suggested retail price (MSRP).

| | | Convergent Technologies LLC | Fast Forward Electronics Inc. | Security 101 Holdings LLC |
|-----------------------------|------------------------|-------------------------------------|--------------------------------------|-------------------------------------|
| Description | Unit of Measure | Percentage Discount Off MSRP | Percentage Discount Off MSRP | Percentage Discount Off MSRP |
| Panasonic | Each | 27% | 35% | 18% |
| Panasonic Parts and Repairs | Each | 27% | 35% | 18% |
| Pelco | Each | 27% | 35% | 18% |
| Pelco Parts and Repairs | Each | 27% | 35% | 18% |

There was no W/MBE expectancy for the Invitation to Bid.

Fast Forward Electronics Inc. is the responsive and responsible Bidder providing the highest percentage discount off MSRP.

This item authorizes the issuance of Purchase Orders to Fast Forward Electronics Inc. for camera and camera parts and repairs, on an as-needed basis, for the Term of three (3) years from June 5, 2025 through June 4, 2028, in a maximum purchase authorization amount of \$200,000.

This item is included in the O&M Budget.

The Chief Executive Officer recommended the Board authorize the issuance of Purchase Orders to Fast Forward Electronics Inc., 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 to Authorization, Consulting and Other Related Services Utilizing The Interlocal Purchasing System (TIPS) Contract No. 230601, Plante & Moran, PLLC, Tampa International Airport.

On November 7, 2024, the Board authorized the issuance of Purchase Orders to Plante & Moran, PLLC for consulting and other related services utilizing The Interlocal Purchasing System (TIPS) Contract No. 230601 in a maximum purchase authorization amount of \$200,000. The Internal Audit Department utilizes Plante & Moran, PLLC to temporarily augment internal capacity in staff oversight, audit execution, annual risk assessment, audit committee meetings, annual reporting tasks, and other administrative responsibilities. The requested increase will be used for audit execution and assistance with the Internal Audit Department's annual Quality Assurance Improvement Program assessments to ensure compliance with the Institute of Internal Auditors Global Internal Audit Standards.

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 an increase of \$150,000 to the previously approved maximum purchase authorization amount of \$200,000 for consulting and other related services for a new maximum purchase authorization amount of \$350,000.

This item is included in the O&M Budget.

The Chief Executive Officer recommended the Board authorize an increase of \$150,000 to the previously approved maximum purchase authorization amount of \$200,000 for consulting and other related services for a new maximum purchase authorization amount of \$350,000, 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

Contract for Special Legal Services, Kaplan Kirsch LLP, Tampa International, Peter O. Knight, Tampa Executive and Plant City Airports, Resolution No. 2025-81.

Kaplan Kirsch LLP has previously provided advice and counsel in the areas of airport law, bankruptcy, federal regulatory issues, and other airport matters for Tampa International, Peter O. Knight, Tampa Executive and Plant City Airports.

Authority Policy P500 authorizes the utilization of non-Authority attorneys without obtaining three quotes or advertisement based upon such factors as needed services, experience, qualifications, geographic location, length of services, and efficiencies.

This item authorized execution of a Contract for Special Legal Services with Kaplan Kirsch LLP for a three-year period beginning August 6, 2025 and continuing through August 5, 2028, with two, one-year renewal options at the discretion of the Chief Executive Officer or designee. The total maximum purchase authorization amount for the Term of the Contract for Special Legal Services, including the renewal options, is \$300,000.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-81.

Resolution No. 2025-81 approved and authorized execution of Contract for Special Legal Services at Tampa International, Peter O. Knight, Tampa Executive and Plant City Airports with Kaplan Kirsch LLP; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G7

Selection of Firm and Award of Contract, Liability, Property, and Workers' Compensation and Employer's Liability Broker Services, Arthur J. Gallagher Risk Management Services LLC, Tampa International, Peter O. Knight, Tampa Executive and Plant City Airports, Resolution No. 2025-84.

On June 2, 2016, the Board approved a contract with Arthur J. Gallagher Risk Management Services, Inc. for Workers' Compensation and Employer's Liability Insurance in a maximum purchase authorization amount for fixed Annual Broker Fee of \$225,000.

On May 7, 2020, the Board approved a contract with Arthur J. Gallagher Risk Management Services, Inc. for Property and Liability Insurance Broker Services in a maximum purchase authorization amount of \$536,250.

Each contract expires on September 30, 2025.

On January 21, 2025, a Request for Proposals for Liability, Property, and Workers' Compensation and Employer's Liability Broker Services at Tampa International, Peter O. Knight, Tampa Executive, and Plant City Airports was issued. The scope of work includes placing the insurance coverages with qualified insurers, assisting Authority staff with insurance-related issues, and providing detailed, written insurance coverage recommendations.

Three (3) Responses were received. Following is the order of technical ranking:

1. Arthur J. Gallagher Risk Management Services, LLC
2. Marsh USA LLC
3. Alliant Insurance Services, Inc.

No specific goal for W/MBE participation was established.

The Term of the Contract for Liability, Property, and Workers' Compensation and Employer's Liability Broker Services (Contract) is October 1, 2025 through September 30, 2030, with two (2), two (2) year renewal options at the discretion of the Chief Executive Officer. The maximum purchase authorization amount for the Term of the Contract is \$1,500,000, including renewal options and additional services. The Authority may cancel the Contract with thirty (30) days written notice.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-84.

Resolution No. 2025-84 approved the ranking; authorized award and execution of Contract for Liability, Property, and Workers' Compensation and Employer's Liability Broker Services at Tampa International, Peter O. Knight, Tampa Executive and Plant City Airports with Arthur J. Gallagher Risk Management Services, LLC; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G8

Support and Maintenance Agreement for EASE™, Amadeus Airport IT Americas, Inc., Tampa International Airport, Resolution No. 2025-80.

On March 1, 2018, the Board authorized execution of a Technical Support Services Contract for Extended Airline System (EASE™) with Amadeus Airport IT Americas, Inc. for the period of March 1,

2018 through February 28, 2023, with two, one-year renewal options at the discretion of the Chief Executive Officer, in a total maximum purchase authorization amount of \$1,800,000.

EASE™ is a common-use platform that enables airlines to securely and efficiently access their passenger processing systems on Authority-provided equipment. EASE™ allows for any airline certified on the platform to be processed at any location that has the EASE™ software installed.

On October 23, 2024, a Notice of Intent to Sole Source with Amadeus Airport IT Americas, Inc. for continued support and maintenance of EASE™ software was advertised. EASE™ software is proprietary and distributors or third-party providers are not permitted to offer software support and maintenance. 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.

This item authorizes the execution of a Support and Maintenance Agreement for EASE™ with Amadeus Airport IT Americas, Inc. for the period of March 1, 2025 to February 28, 2030, in a maximum purchase authorization amount of \$1,250,000.

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

Management recommended adoption of Resolution No. 2025-80.

Resolution No. 2025-80 approved and authorized award and execution of Support and Maintenance Agreement for EASE™ at Tampa International Airport with Amadeus Airport IT Americas, Inc.; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

This concluded the Consent Agenda. There were no Policies or Rules for Consideration or Action, Committee Reports or Unfinished Business. Chairman Diehl proceeded to New Business which included the following items.

Item K1

Construction Contract, Airside D Redevelopment Program – Apron, Site and Hydrant Fueling, HCAA Project No. 8500 23, Crisdel Group, Inc., Tampa International Airport, Resolution No. 2025-78 presented by Jeff Siddle.

HCAA Project No. 8500 23 consists of reconstructing the existing Airside D apron, constructing a new hydrant fuel system for the new Airside D aircraft parking gates, constructing new trench drains, constructing a blast fence, installing new airfield lighting, signage and pavement markings, and installing new Air Operations Area security fencing.

An Invitation to Bid was issued on March 21, 2025.

On May 6, 2025, five (5) Bids were publicly opened and read aloud as follows:

| <u>Company Name</u> | <u>Bid Amount</u> |
|--|-------------------|
| Webber, LLC * | \$79,336,900.00 |
| Crisdel Group, Inc. | \$81,549,326.20 |
| The Middlesex Corporation | \$83,747,058.00 |
| Prince Contracting, LLC | \$85,999,890.00 |
| Superior Construction Company Southeast, LLC | \$96,755,774.00 |

* Webber, LLC was deemed non-responsive for failing to meet the prescribed DBE Goal.

The lowest responsive and responsible Bidder is Crisdel Group, Inc.

A DBE Goal participation rate of 10.0% was prescribed and a DBE Goal participation rate of at least 18.4% is incorporated into the Construction Contract.

Per Authority Policy P410, staff may authorize use of the Owner's Direct Purchase Program with respect to construction materials and supplies, as appropriate.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2025-78.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, Construction Contract for Airside D Redevelopment Program – Apron, Site and Hydrant Fueling, HCAA Project No. 8500 23 at Tampa International Airport with Crisdel Group, Inc. in the amount of \$81,549,326.20 was unanimously approved by all Board Members present; rejection of the Bid received from Webber, LLC as non-responsive was approved; staff was authorized to use Owner's Direct Purchase Program if appropriate; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-78.

Item K2

Selection of Design Professional, General Aviation Apron Rehabilitation & Airside E Passenger Boarding Bridge (PBB) Replacement, Mead & Hunt, Inc., HCAA Project No. 7385 25 & 7460 26, Tampa International Airport, presented by Jeff Siddle.

As part of the operational responsibilities at Tampa International Airport, the Authority maintains infrastructure which includes airfield pavement and Passenger Boarding Bridges (PBB). This Project

will provide a design professional for HCAA Project No. 7385 25, General Aviation Apron Rehabilitation, which includes the rehabilitation of the asphalt apron located adjacent to the Sheltair Aviation Services and Signature Fixed Base Operators, and HCAA Project No. 7460 26, Airside E PBB Replacement, which includes the replacement of thirteen (13) PBBs at Airside E.

On February 5, 2025, a Request for Qualifications entitled General Aviation Apron Rehabilitation and Airside E Passenger Boarding Bridge (PBB) Replacement at Tampa International Airport was issued.

Four (4) Responses were received and three (3) Responses were evaluated by staff.

The order of the technical ranking is as follows:

1. Mead & Hunt, Inc.
2. Garver, LLC
3. C&S Engineers, Inc.

The Response received from American Infrastructure Development, Inc. was deemed non-responsive for failing to meet minimum qualifications.

A W/MBE goal of at least twelve percent (12%) of the dollar amount earned on the Contract for the design phase of the Projects was prescribed. The percentages proposed by all qualified Respondents for the amount earned on design will meet or exceed the W/MBE goal requirements and will be incorporated into the resulting Contract.

This item is included in the Capital Budget.

The Chief Executive Officer recommended ranking the firms in the order listed above.

Upon motion of Robert Watkins, seconded by Gary Harrod, the Board ranked firms in order of preference and authorized staff to negotiate a Contract. No resolution was required.

Item K3

457(f) Deferred Compensation Plan for Executive Vice Presidents and Vice Presidents and 457(f) Deferred Compensation Plan Participation Agreements, Tampa International Airport, Resolution No. 2025-83, presented by Nancy Duggan.

A 457(f) Deferred Compensation Plan for the CEO was approved at the April 3, 2025 Authority Board Meeting.

As part of the CEO transition, the CEO requests the Board's approval to enter into 457(f) Deferred Compensation Plan Participation Agreements (Agreement) with Executive Vice Presidents and Vice

Presidents for a period of two and a half years. As an incentive to remain employed for the Term of the Agreements, and for the purposes of ensuring operational stability and continuity with the existing high functioning senior leadership team, Executive Vice Presidents and Vice Presidents will be eligible to participate in a 457(f) Deferred Compensation Plan and will receive a lump-sum payment equal to one-fifth of the employee's annual base salary each year, which will fully vest and become non-forfeitable at the end of the Term of each Agreement.

Under the Agreement, if the employee is terminated by the Authority early for convenience, the retention incentive will become immediately vested and non-forfeitable in an amount prorated to the date of separation, and the Authority will pay the employee a termination payment in an amount equal to the employee's monthly salary, including benefits, times the number of months until the end of the Term of the Agreement, not to exceed 20 weeks' worth of salary and benefits. In the event the Agreement is terminated early by the employee, or the employee is discharged for good and just cause (as defined in the Agreement), all entitlements under the Agreement will be forfeited.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-83.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, 457(f) Deferred Compensation Plan for Executive Vice Presidents and Vice Presidents was unanimously approved by all Board Members present; the Chief Executive Officer was authorized to execute 457(f) Deferred Compensation Plan Participation Agreements with Executive Vice Presidents and Vice Presidents; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-83.

Chairman Diehl proceeded to Staff Reports.

Jeff Siddle provided an updated on the Master Plan.

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

Michael Stephens reminded everyone that there would be no July Board Meeting.

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

Arthur F. Diehl III, Chairman

Jane Castor, Secretary