

Hillsborough County Aviation Authority
Regular Board Meeting and Board of Adjustment Public Hearing

Thursday, 9:00 a.m.
December 4, 2025

A Regular Board Meeting and Board of Adjustment Public Hearing were convened in the Boardroom, Level 4 of SkyCenter ONE, Tampa, Florida, on Thursday, December 4, 2025.

Members present were Chairman Diehl, Robert Watkins, Commissioner Cohen, Mayor Castor and Gary Harrod.

Aviation Authority staff members present were CEO Michael Stephens, Chief Legal Officer Cynji Lee, Chris Minner, Damian Brooke, John Tiliacos, Smitha Radhakrishnan, Jeff Siddle, Violet Cummins, Michael Kamprath, James Tarro, Rob Porter, Paul Horst, Matt Bauer, Analisa Whiteside, Tara Camp, Ben Robins, Chief Charlie Vazquez, Marcus Session, Karen Greene, Elita McMillon, Stacey Nance, Tony Conza, Laurie Noyes, Tony O'Brian, Vince Catalano, April Kelly, Tania Padilla, Cheryl Hawkins, Brett Fay, Joel Feldman, Randy Forister, Dan Johnson, Tony Mantegna, Emily Nipps, Melissa Soldberg, Chris Vergamini, Beau Zimmer, Shannon Boos, David Emge, Stacey Skeet, Alberto Sabat, Derek Wood, Shannon Guzman, Patrick Bowes and Ray Secrest.

Chairman Diehl welcomed everyone to the Regular Board Meeting and called the meeting to Order. He asked anyone who would like to comment on propositions before the Board to see Violet Cummins for a form.

The Pledge of Allegiance was recited.

Chairman Diehl called the Board of Adjustment Public Hearing to Order.

Assistant General Counsel Michael Kamprath discussed the rules for the Public Hearing of the Aviation Authority Board of Adjustment. There were two Petitions for Variance. The Public Hearing was duly noticed by newspaper advertisement on November 12, 2025. No comments from the public were received.

Chairman Diehl swore in Tony Mantegna, Authority Senior Manager of Planning and Development.

The following items were heard during the Board of Adjustment Public Hearing.

Item C1

Airport Study No. 2025-128, Tampa Bay Wheel LLC, requesting a variance to construct an amusement park ride, with a maximum height of 258' AMSL, located at 825 Channelside Drive, Tampa, FL, Resolution No. 2025-157, presented by Tony Mantegna.

Tampa Bay Wheel LLC (Petitioner) is seeking to construct an amusement park ride, with a maximum height of 258' AMSL, located at 825 Channelside Drive, Tampa, FL. The nearest airport is Peter O. Knight Airport.

Notice of the Hearing before the Board of Adjustment was provided on November 12, 2025.

Petitioner is requesting a variance to construct an amusement park ride.

The Petition was presented to the Airport Hearing Officer on October 16, 2025 and, based on testimony and evidence presented, the Hearing Officer found that approval of the variance, with required conditions, would have no adverse effect on existing FAA restrictions, would not cause additional impacts or loss of utility to Peter O. Knight Airport, would avoid unnecessary hardship to the Petitioner's property, and would be in accordance with the spirit of the Airport Zoning Regulations and Chapter 333, Florida Statutes.

The FAA's aeronautical study found that the Petitioner's request would not be a hazard to air navigation provided certain conditions are met.

FDOT was provided the opportunity to review the Petition and found it to be consistent with Florida Statutes.

The Airport Hearing Office recommends the Board of Adjustment approve the variance to Airport Zoning Regulations requested by Petitioner with the following conditions: (1) Red Obstruction lighting is required in accordance with FAA Advisory Circular 70/7460-1M; (2) E-File FAA Form 7460-2 with the FAA if the project is abandoned or within five (5) days after construction reaches its greatest height; (3) Notify the Airport at least five (5) business days prior to starting construction at 813-870-7863; (4) The Petitioner will be required to follow all conditions specified in the FAA Determination of No Hazard to Air Navigation to remain in compliance; (5) Installation equipment (crane) exceeding 258' AMSL will require a separate permit by the Authority; and (6) Any glint or glare issues identified from the project must be mitigated by the Petitioner to the satisfaction of the Authority to avoid adverse impacts to aviation.

The variance will be valid until the FAA Determination of No Hazard to Air Navigation expires March 22, 2027, unless started, extended, revised, or terminated. If the FAA Determination of No Hazard to Air Navigation is extended by the FAA for no more than 18 months, the variance will also be extended

one time, without further action of the Board of Adjustment, provided that no changes in the proposed structure have occurred.

The Board of Adjustment may render its decision based on the findings and recommendations of the Hearing Officer. However, the Board of Adjustment may, but is not required to, review the record of the Hearing Officer's public hearing.

Upon motion of Commissioner Cohen, seconded by Gary Harrod, Airport Study No. 2025-128, Tampa Bay Wheel LLC, requesting a variance to construct an amusement park ride, with a maximum height of 258' AMSL, located at 825 Channelside Drive, Tampa, FL was unanimously approved by all Board Members present; and the Airport Zoning Director or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-157.

Item C2

Airport Study No. 2025-129, Robert and Carolyn Greene, requesting a variance to construct a new single-family home, with a maximum height of 49' AMSL, located at 122 Martinique Ave., Tampa, FL, Resolution No. 2025-158, presented by Tony Mantegna.

Robert and Carolyn Greene (Petitioners) are seeking to construct a new single-family home, with maximum height of 49' AMSL, located at 122 Martinique Ave., Tampa, FL. The nearest airport is Peter O. Knight Airport.

Notice of the Hearing before the Board of Adjustment was provided on November 12, 2025.

Petitioners are requesting a variance to construct a new single-family home.

The Petition was presented to the Airport Hearing Officer on October 16, 2025 and, based on testimony and evidence presented, the Hearing Officer found that approval of the variance, with required conditions, would have no adverse effect on existing FAA restrictions, would not cause additional impacts or loss of utility to Peter O. Knight Airport, would not be contrary to the public interest, would avoid unnecessary hardship to the Petitioners' property, and would be in accordance with the spirit of the Airport Zoning Regulations and Chapter 333, Florida Statutes.

The FAA's aeronautical study found that the Petitioners' request would not be a hazard to air navigation provided certain conditions are met.

FDOT was provided the opportunity to review the Petition and found it be consistent with Florida Statutes.

The Airport Hearing Officer recommends the Board of Adjustment approve the variance to Airport Zoning Regulations requested by Petitioners with the following conditions: (1) Notify the Airport at

least three (3) business days prior to starting construction at 813-870-7863; (2) Red Obstruction lighting is required in accordance with FAA Advisory Circular 70/7460-1M; (3) E-File FAA Form 7460-2 with the FAA if the project is abandoned or within ten (10) days prior to construction and within five (5) days after the construction reaches its greatest height; (4) The project is subject to requirements listed in the FAA Determination of No Hazard to Air Navigation attached to the Recommended Order with the exception that height limits are restricted to the heights shown on the point data sheet attached as Exhibit A to the Recommended Order and in accordance with elevation plans submitted; (5) Occupants and/or owners of the home must be informed that the structure considered under the variance lies in the approach and departure path of an airport and occupants may be subjected to overflight, noise and/or light from aircraft; (6) The Petitioners will be required to follow all conditions specified in the FAA Determination of No Hazard to Air Navigation to remain in compliance; (7) Installation equipment (crane) exceeding 38' AMSL or installation of solar panels will require a separate permit by the Authority; (8) Any glint or glare issues identified from the project must be mitigated by the Petitioners to the satisfaction of the Authority to avoid adverse impacts to aviation; (9) To remain in compliance with the permit, the property owners will be responsible for compliance with airspace height restrictions as identified on Exhibit B to the Recommended Order; and (10) The property falls outside of the 65 dnl noise contour around the airport and is a compatible use but the Authority suggests a noise reduction level of at least 25 dB be incorporated into design.

The variance will be valid until the FAA Determination of No Hazard to Air Navigation expires February 21, 2027, unless started, extended, revised, or terminated. If the FAA Determination of No Hazard to Air Navigation is extended by the FAA for no more than 18 months, the variance will also be extended one time, without further action of the Board of Adjustment, provided that no changes in the proposed structure have occurred.

The Board of Adjustment may render its decision based on the findings and recommendations of the Hearing Officer. However, the Board of Adjustment may, but is not required to, review the record of the Hearing Officer's public hearing.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, Airport Study No. 2025-129, Robert and Carolyn Greene, requesting a variance to construct a new single-family home, with a maximum height of 49' AMSL, located at 122 Martinique Ave., Tampa, FL was unanimously approved by all Board Members present; and the Airport Zoning Director or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-158.

Item C3

Airport Study No. 2025-136, Jonathan Sands, requesting a variance to construct a single-family residential home, with a maximum height of 50' AMSL, located at 632 East Davis Blvd., Tampa, FL, Resolution No. 2025-159, presented by Tony Mantegna.

Jonathan Sands (Petitioner) is seeking to construct a single-family residential home, with a maximum height of 50' AMSL, located at 632 East Davis Blvd., Tampa, FL. The nearest airport is Peter O. Knight Airport.

Notice of the Hearing before the Board of Adjustment was provided on November 12, 2025.

Petitioner is requesting a variance to construct a single-family residential home.

The Petition was presented to the Airport Hearing Officer on October 16, 2025 and, based on testimony and evidence presented, the Hearing Officer found that approval of the variance, with required conditions, would have no adverse effect on existing FAA restrictions, would not cause additional impacts or loss of utility to Peter O. Knight Airport, would not be contrary to the public interest, would avoid unnecessary hardship to the Petitioner's property, and would be in accordance with the spirit of the Airport Zoning Regulations and Chapter 333, Florida Statutes.

The FAA's aeronautical study found that the Petitioner's request would not be a hazard to air navigation provided certain conditions are met.

FDOT was provided the opportunity to review the Petition and found it to be consistent with Florida Statutes.

The Airport Hearing Officer recommends the Board of Adjustment approve the variance to Airport Zoning Regulations requested by Petitioner with the following conditions: (1) Notify the Airport at least five (5) business days prior to starting construction at 813-870-7863; (2) Red Obstruction lighting is required in accordance with FAA Advisory Circular 70/7460-1M; (3) E-File FAA Form 7460-2 with the FAA if the project is abandoned or within five (5) days after construction reaches its greatest height; (4) The project is subject to requirements listed in the FAA Determination of No Hazard to Air Navigation attached to the Recommended Order with the exception that height limits are restricted to the heights shown on the point data sheet attached as Exhibit A to the Recommended Order and in accordance with elevation plans submitted; (5) Occupants and/or owners of the home must be informed that the structure considered under the permit lies in close proximity to Peter O. Knight Airport and occupants may be subjected to overflight, noise and/or light from aircraft; (6) Installation equipment (crane) exceeding 50' AMSL or installation of solar panels will require a separate permit by the Authority; (7) Any glint or glare issues identified from the project must be mitigated by the Petitioner to the satisfaction of the Authority to avoid adverse impacts to aviation; (8) To remain in compliance with the permit, the property owner will be responsible for maintaining airspace clearances for new development not covered under the permit in accordance with the height restrictions as shown on Exhibit B to the Recommended Order; and (9) The property falls outside of the 65 dnl noise contour around the airport and is a compatible use but the Authority suggests a noise reduction level of at least 25 dB be incorporated into design.

The variance will be valid until the FAA Determination of No Hazard to Air Navigation expires March 2, 2027, unless started, extended, revised, or terminated. If the FAA Determination of No Hazard to Air Navigation is extended by the FAA for no more than 18 months, the variance will also be extended one time, without further action of the Board of Adjustment, provided that no changes in the proposed structure have occurred.

The Board of Adjustment may render its decision based on the findings and recommendations of the Hearing Officer. However, the Board of Adjustment may, but is not required to, review the record of the Hearing Officer's public hearing.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, Airport Study No. 2025-136, Jonathan Sands, requesting a variance to construct a single-family residential home, with a maximum height of 50' AMSL, located at 632 East Davis Blvd., Tampa, FL was unanimously approved by all Board Members present; and the Airport Zoning Director or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-159.

The Public Hearing of the Board of Adjustment was closed.

Chairman Diehl called the Regular Board Meeting to Order.

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

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

There were no Public Comments.

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

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

Chairman Diehl then proceeded to the Management Report.

Chris Minner reported a very strong October performance, with overall activity up 22.4% year over year and 4.1% above budget driven by growth across nearly all airlines. International traffic rose 27.3%, though this growth is expected to moderate through the first quarter of 2026. Commercial concessions performed strongly, setting a record \$671,000 in sales on November 30, 2025, with duty-free sales up 21.5% and overall sales outperforming the decline in enplanements. Mr. Minner also highlighted community and industry engagement, including honoring Delta CEO Ed Bastian with the Tony Jannus Award, participation in the Great American Teach-In, and completion of a major

renovation of the Airport Marriott. Social media added 10,000 new followers and and total media had 2.1 billion impressions in November.

John Tiliacos reported on Thanksgiving holiday operations, noting that nearly 900,000 passengers traveled through the Airport between November 20, 2025 and December 1, 2025, a 2.5% decrease from last year, with the busiest day seeing nearly 92,000 passengers. Despite weather-related disruptions from a major winter storm, airlines maintained solid performance with 79% on-time arrivals and only 1% of flights canceled, while TSA and FAA operations performed strongly and passenger screening wait times remained minimal. He also highlighted a significant achievement in general aviation, as all three GA airports passed FDOT safety inspections with zero discrepancies. Mr. Tiliacos emphasized the Airport's extensive support for federal employees during the 43-day government shutdown, detailing a coordinated effort with community partners to provide food, financial relief, transportation, and other essential resources. He concluded by recognizing staff, community leaders, and federal partners, and offering appreciation to departing air traffic control manager Chris Heaton for his leadership and contributions as he transitions to a national FAA modernization role.

Smitha Radhakrishnan reported on her recent testimony before the Florida Senate Transportation Committee, where she represented the Airport alongside other major hub airports to discuss comprehensive infrastructure programs. She highlighted the Airport's fiscally disciplined 25-year rolling capital infrastructure plan, as well as the rigorous inspection process that allows the Airport to stay ahead of maintenance and investment requirements and consistently deliver complex projects on time.

This concluded the Management Report.

Chairman Diehl then moved on to the Consent Agenda.

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

The following items were contained in the Consent Agenda.

Item I1

Ground Lease with Improvements, City of Tampa, Tampa International Airport, Resolution No. 2025-170.

In 1975, the Authority entered into a Lease Agreement for Ground Area (Land Lease) with the City of Tampa (City) for the development of a non-commercial hangar (Improvements) to provide storage space for aircraft owned by the City. At the expiration of the Land Lease Term, the Authority assumed ownership of the Improvements and the Authority and City entered into a Lease Agreement for

Facility and Ground Area (Facility and Ground Lease). The Facility and Ground Lease ended on March 31, 2016. On April 1, 2016, the Authority and City entered into a Ground Lease with Improvements for the same property, which expires on March 31, 2026. The City desires to enter into a new Ground Lease with Improvements to renovate and remodel the existing hangar facility.

Staff recommended approval of a new Ground Lease with Improvements (Lease) with the City for the lease of approximately 1.98 acres of land and the Improvements located at 4400 West Tampa Bay Boulevard. The Lease will begin April 1, 2026 and terminate on March 31, 2031. The City will have two (2), five-year renewal options upon written request to and acceptance by the Authority Chief Executive Officer. Either party may terminate the Lease with 180 days' written notice. The first-year Rents under the Lease are \$200,716.85 paid in monthly installments of \$16,726.40 plus applicable taxes. Rents will increase 3.3% annually thereafter.

Management recommended adoption of Resolution No 2025-170.

Resolution No. 2025-170 approved and authorized execution of Ground Lease with Improvements at Tampa International Airport with City of Tampa; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item I2

Construction Contract, Fire Alarm System Upgrades – Phase 3, HCAA Project No. 7322 26, Johnson Controls Fire Protection, L.P., utilizing Sourcewell Contract No. 030421-JHN, Tampa International Airport, Resolution No. 2025-166.

On February 1, 2024, the Board approved a Construction Contract for Phase 1 of the fire alarm system upgrades, 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.

On April 3, 2025, the Board approved a Construction Contract for Phase 2 of the fire alarm system upgrades, which included an 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) and Main Terminal 71' Level (Node 26).

Phase 3 of the Fire Alarm System Upgrades Project includes the upgrade of obsolete fire alarm system components at Tampa International Airport E/W Airfield Light Vaults (Node 2), Airside E (Node 11), ARFF Station (Node 16), Airside C (Node 17), Warehouse (Node 20), Air Cargo (Node 22), Ground Support Bldg. GSE (Node 23), Cargo Service Tunnel (Node 24), Concessions Receiving Distribution Center (Node 25), Sky Connect APM1 (Node 27), Sky Center Atrium (Node 38), SkyCenter Admin (Node 43), and SkyCenter Garage (Node 44). The upgrade will address all end-of-life equipment, including panels, power supplies, network cards, mapnet cards, and other associated support devices.

The upgrade will also include programming, testing, certifying, and updating the workstations' 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 a Construction Contract for Fire Alarm System Upgrades – Phase 3 with Johnson Controls Fire Protection, L.P. utilizing Sourcewell Contract No. 030421-JHN in a total not-to-exceed amount of \$919,006.06. The Construction Contract will commence in December 2025 and substantial completion is anticipated by February 2027.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2025-166.

Resolution No. 2025-166 approved and authorized award and execution of Construction Contract for Fire Alarm System Upgrades – Phase 3, HCAA Project No. 7322 26 at Tampa International Airport with Johnson Controls Fire Protection, L.P. in a total not-to-exceed amount of \$919,006.06; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item I3

Contract for Landscape Maintenance Services (North), Average Joe Landscape, LLC, Tampa International Airport, Resolution No. 2025-160.

On March 6, 2025, the Authority entered into a Landscape Maintenance Services Contract (North) (Contract) with Able Business Services, Inc. for the Term of April 5, 2025 through April 4, 2026, with two (2), discrete one-year renewal options, in a total not to exceed amount of \$324,380.

The Contract was terminated for cause on July 18, 2025. Per Authority Policy P410, if a contract is terminated for cause within one (1) year of award, the Authority may award all or part of the contract to the next lowest priced, responsible and responsive respondent.

This item authorizes execution of a Contract for Landscape Maintenance Services (North) with Average Joe Landscape, LLC, the next lowest priced, responsive and responsible respondent, for the Term of December 4, 2025 to April 4, 2026, with two (2), discrete one-year renewal options, in a maximum purchase authorization amount of \$301,750.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2025-160.

Resolution No. 2025-160 approved and authorized execution of Contract for Landscape Maintenance Services (North) at Tampa International Airport with Average Joe Landscape, LLC; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item I4

Increase in Authorization, Maintenance Contract for Elevators, Escalators and Moving Walkways, Schindler Elevator Corporation.

On March 1, 2018, the Authority entered into a Maintenance Contract for Elevators, Escalators and Moving Walkways (Contract) at Tampa International Airport with Schindler Elevator Corporation (Schindler) for the Term of March 1, 2018 through February 28, 2023 with one, five-year renewal option at the current annual price of \$2,514,636. The Contract included a provision allowing up to \$500,000 of Extra Work.

On June 2, 2022, the Authority authorized a one-time increase of \$900,000 to the previously approved Extra Work allowance of \$500,000 under the Contract, for a new Extra Work allowance of \$1,400,000, to perform required safety upgrades on 23 elevators at the Airside terminals and interior finishes for 24 elevators at the Main Terminal.

On January 24, 2023, the Chief Executive Officer authorized the one, five-year renewal option at the same terms and conditions for the renewal period of March 1, 2023 through February 29, 2028.

On February 2, 2023, the Authority authorized a one-time increase of \$316,800 for Year 6 of the Contract for a new estimated annual maintenance fee of \$2,831,436 and an additional annual cost increase of \$46,272 for Year 8 of the Contract for new equipment no longer under warranty, for a total one-time increase of \$363,072. The Authority also authorized an increase of \$500,000 to the previously approved Extra Work allowance of \$1,400,000 for a new Extra Work allowance of \$1,900,000.

In recent years, the Authority has faced a significant increase in incidents that fall outside of regular maintenance. This is primarily due to the replacement of numerous escalator steps, as well as elevator and escalator glass panels that have been damaged by foreign objects.

This item requests an increase of \$500,000 to the previously approved Extra Work allowance of \$1,900,000, for a new Extra Work allowance of \$2,400,000. This increase will enable the Authority to address additional work beyond regular maintenance, including extra cleaning of escalator steps and unforeseen repairs and maintenance for elevators, escalators, and moving walkways.

This item is included in the O&M Budget.

The Chief Executive Officer recommended the Board authorize an increase of \$500,000 for Extra Work to the previously approved Extra Work allowance of \$1,900,000, for a new Extra Work allowance of \$2,400,000 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 I5

Purchase Orders, Gas, Natural - Supply and Manage utilizing Pinellas County Board of County Commissioners Contract No. 25-0529-B, Interconn Resources, LLC.

The Authority uses natural gas to power the five heating, ventilation and air conditioning system boilers and the Central Utility Plant for the Main Terminal. The Authority is currently purchasing natural gas from Interconn Resources, LLC utilizing Pinellas County Board of County Commissioners Contract No. 21-0063-B, which expires on January 11, 2026.

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 authorized the issuance of Purchase Orders to Interconn Resources, LLC for natural gas utilizing Pinellas County Board of County Commissioners Contract No. 25-0529-B for the Term of December 4, 2025 through July 21, 2028, with one, 24-month renewal option at the discretion of the Chief Executive Officer, contingent upon approval of similar renewal option exercised by Pinellas County Board of County Commissioners, in a maximum purchase authorization amount of \$300,000.

This item is included in the O&M Budget.

The Chief Executive Officer recommended the Board authorize the issuance of Purchase Orders to Interconn Resources, LLC 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 I6

Purchase Orders, PASSUR Landing Fee Management System, PASSUR Aerospace, Inc.

The Authority currently uses the PASSUR Landing Fee Management Audit and Billing Software Module which enables Authority Finance personnel to generate precise invoices for air carrier landing fees

accurately and efficiently. The current PASSUR Radar Network and Landing Fee Management Audit Software Contract expires December 31, 2025.

PASSUR Aerospace, Inc. manufactures and directly distributes goods and services without utilizing a reseller distribution network.

Authority Policy P410 authorizes sole source purchases when no other authorized vendor can supply the required product.

On November 12, 2025, a Notice of Intent to Sole Source for PASSUR Landing Fee Management System with PASSUR Aerospace, Inc. was publicly advertised. No responses were received.

This item authorizes the issuance of Purchase Orders to PASSUR Aerospace, Inc. for the PASSUR Landing Fee Management System for the Term of January 1, 2026 through December 31, 2030 in a maximum purchase authorization amount of \$300,000.

This item is included in the O&M Budget.

The Chief Executive Officer recommended the Board authorize the issuance of Purchase Orders to PASSUR Aerospace, 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 17

Purchase Order, 250KVA - 6.8 L Mobile Generac Generator utilizing Sourcewell Contract 020923-GNR, Federal Contracts Company.

The General Aviation Department is requesting to purchase one mobile generator to address the lack of backup power at Peter O. Knight Airport, Tampa Executive Airport, and Plant City Airport. This mobile generator will ensure the operational functionality of the bifold hangar doors and facilitate fuel dispensing from the fuel farm during emergencies.

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 Federal Contracts Company for the purchase of a 250KVA - 6.8 L Mobile Generac Generator utilizing Sourcewell Contract 020923-GNR for the Term of December 4, 2025 through April 20, 2027, in a total maximum purchase authorization amount of \$115,000.

This item is included in the Capital Equipment Budget.

The Chief Executive Officer recommended the Board authorize the issuance of a Purchase Order to Federal Contracts Company 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 I8

Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession, Turo, Inc., Tampa International Airport, Resolution No. 2025-164.

Turo, Inc. (Turo) is a peer-to-peer vehicle sharing company. On May 5, 2022, the Board approved a Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession with Turo for the Term of May 5, 2022 through May 4, 2025. On April 3, 2025, the Board approved Amendment No. 1 which extended the Term through May 4, 2026.

This item authorizes execution of a new Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession (Agreement) with Turo. The Agreement will commence on January 1, 2026 and continue through September 30, 2028, with one, one year extension at the discretion of the Chief Executive Officer. The Authority may terminate the Agreement upon thirty (30) days written notice. In accordance with Authority Policy P824, Peer To Peer Vehicle Sharing, Turo will pay the Authority a privilege fee of eight and three quarters percent (8.75%) of gross receipts from business generated at Tampa International Airport.

The current Use and Permit Agreement for Peer-to-Peer Vehicle Sharing Concession will be terminated effective December 31, 2025.

Management recommended adoption of Resolution No. 2025-164.

Resolution No. 2025-164 approved and authorized execution of 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 I9

Master Agreement, GIS Software, Support, and Services, Environmental Systems Research Institute, Inc., Resolution No. 2025-168.

On October 3, 2019, the Board authorized the execution of a Master Agreement with Environmental Systems Research Institute, Inc. (Esri®) for the purchase of ArcGIS software, support, and services for the initial period of October 3, 2019 to October 2, 2022, with one (1), three (3) year renewal option, in a maximum purchase authorization amount of \$1,600,000, including the renewal option. On August 11, 2022, the Board exercised the renewal option, extending the Master Agreement through November 21, 2025, and authorized an increase of \$589,396 to the Master Agreement, for a new maximum purchase authorization amount of \$2,189,396.

The ArcGIS software allows for easy exchange and sharing of mapping data that is essential for effective local collaboration and is used by the Authority to maintain and share critical FAA and Airport geographic information system data with staff and other stakeholders. The ArcGIS software maps key assets and facilities, manages emergency and scheduled maintenance, and supports FAA inspection requirements.

On October 8, 2025, a Notice of Intent to Sole Source with Esri® for the purchase of software, support, and services through a Master Agreement utilizing Esri's® Enterprise Agreement model was advertised. Esri® is the owner, manufacturer, and sole source provider of the ArcGIS software and is the sole provider of all U.S. domestic government enterprise agreements. The sole source purchase will provide unlimited access to ArcGIS software licenses, support, and services, including access to a combination of consulting and training services. No responses were received.

Authority Policy P410 authorizes sole source purchases when no other authorized vendor can supply the required product or services.

This item authorizes execution of a new Master Agreement with Esri® for ArcGIS software, support, and services for the Term of November 21, 2025 through November 22, 2026 in a maximum purchase authorization amount of \$800,000.

In addition, this item authorizes the Chief Executive Officer or designee to execute all purchase documents required to complete the purchase of ArcGIS software licenses, support, and services including, but not limited to, statements of work, end user license agreements, and service level agreements for support and maintenance.

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

Management recommended adoption of Resolution No. 2025-168.

Resolution No. 2025-168 approved and authorized execution of Master Agreement at Tampa International Airport with Environmental Systems Research Institute, Inc.; authorized the Chief Executive Officer or designee to execute all purchase documents; and authorized the Chief Executive Officer or designee to execute all other ancillary documents

Item I10

Authority Meeting Dates for Calendar Year 2026.

As required by State Law, it is necessary for the Authority to adopt a meeting schedule for the upcoming year.

Proposal:

The following schedule is proposed for calendar year 2026:

Time:	9:00 a.m.
Location:	Boardroom Level 4 at SkyCenter One
Dates:	Thursday, February 5 Thursday, March 5 Thursday, April 2 Thursday, May 7 Thursday, June 4 Thursday, August 6 Thursday, September 3 Thursday, October 1 Thursday, November 5 Thursday, December 3

The Chief Executive Officer recommended approval of the proposed Authority meeting dates for calendar year 2026.

The Board acted on this by motion; no resolution was required.

Chairman Diehl then proceeded to Policies or Rules for Consideration or Action.

Item J1

Update to Rules and Regulations for Approval: Rules and Regulations No. R340 for Tampa International Airport and Rules and Regulations No. R330 for Peter O. Knight, Plant City, and Tampa Executive Airports, presented by Brett Fay.

Rules and Regulations are statements of general applicability adopted by the Authority that implement, interpret, or prescribe law or policy, or describe the procedure or practice requirements of the Authority. Rules and Regulations No. R340 for Tampa International Airport was last revised on April 20, 2022, and Rules and Regulations No. R330 for Peter O. Knight, Plant City, and Tampa Executive Airports was last revised on May 4, 2023.

Staff recommends approval of the following proposed revisions to Rules and Regulations No. R340 for Tampa International Airport:

Establish reporting guidance to ensure Tampa International Airport can fulfill State of Florida reporting obligations regarding aircraft equipped with geo-engineering or weather modification components, in accordance with recent legislation that prohibits the injection or release of chemicals into the atmosphere to change temperature, weather, climate, or sunlight.

Update FAA terminology, definitions, and titles.

Staff recommends approval of the following proposed revisions to Rules and Regulations No. R330 for Peter O. Knight, Plant City, and Tampa Executive Airports:

Establish reporting guidance to ensure Peter O. Knight, Plant City, and Tampa Executive Airports can fulfill State of Florida reporting obligations regarding aircraft equipped with geo-engineering or weather modification components, in accordance with recent legislation that prohibits the injection or release of chemicals into the atmosphere to change temperature, weather, climate, or sunlight.

Update hangar and storage requirements to align with NFPA fire code standards.

Update permit processing window and expand and clarify activities that require a special-use permit.

Update notification requirements for long-term vehicle parking procedures.

Update FAA terminology, definitions, and titles.

The Chief Executive Officer recommends the Board approve the proposed revisions to Rules and Regulations No. R340 for Tampa International Airport and the proposed revisions to Rules and Regulations No. R330 for Peter O. Knight, Plant City, and Tampa Executive Airports.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, the revisions to Rules and Regulations No. R340 for Tampa International Airport and Rules and Regulations No. R330 for Peter O. Knight, Plant City, and Tampa Executive Airports were unanimously approved by all Board Members present. No resolution was required.

There were no Committee Reports so Chairman Diehl proceeded to Unfinished Business.

Item L1

Award of Part 2 Contract for Design-Build Services, Replace Parking Revenue Control System (PARCS) Equipment, HCAA Project No. 7215 24, Manhattan Construction Company, Tampa International Airport, Resolution No. 2025-165, presented by Jeff Siddle.

The Authority is responsible for public and employee parking facilities at Tampa International Airport (Airport). The existing Parking Revenue Control System (PARCS) equipment at the Airport was installed in 2017. In order to continue to provide a highly reliable system, the Authority plans to replace and/or upgrade all PARCS equipment, including back-office equipment, prior to the end of its service life.

On November 8, 2023, a Request for Qualifications entitled Parking Revenue Control System (PARCS) at Tampa International Airport was issued.

On April 4, 2024, the Board approved negotiations with the top ranked firm, Manhattan Construction Company.

On June 6, 2024, the Board awarded a Part 1 Contract for Design-Build Services to Manhattan Construction Company in the maximum purchase authorization amount of \$1,227,211.

This item authorizes the Chief Executive Officer to execute a Part 2 Contract for Design-Build Services, Replace Parking Revenue Control System (PARCS) Equipment, HCAA Project No. 7215 24 at Tampa International Airport with Manhattan Construction Company in the maximum purchase authorization amount of \$6,234,742, bringing the total combined not-to-exceed Project Contract amount to date to \$7,461,953.

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

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2025-165.

Upon motion of Robert Watkins, seconded by Gary Harrod, the Chief Executive Officer was authorized to execute Part 2 Contract for Design-Build Services, Replace Parking Revenue Control System (PARCS) Equipment, HCAA Project No. 7215 24 at Tampa International Airport with Manhattan Construction Company in the maximum purchase authorization amount of \$6,234,742; 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. 2025-165.

This concluded Unfinished Business. Chairman Diehl proceeded to New Business.

Item M1

Supplemental Contract, Human Resources Systems and Related Products and Services utilizing Omnia Partners Contract No. 24-6833, UKG Kronos Systems, LLC, Resolution No. 2025-167, presented by Karen Greene.

On November 4, 2021, the Board authorized execution of a Supplemental Contract with Kronos Incorporated utilizing U.S. Communities Contract No. 18220 for a time management solution for the period of November 4, 2021 through March 17, 2022 with three discrete, one-year renewal options at the discretion of the Chief Executive Officer. On April 30, 2024, the Chief Executive Officer signed Amendment No. 1 to the Supplemental Contract which changed the company's name from Kronos Incorporated to UKG Kronos Systems, LLC (UKG Kronos) and exercised the final renewal option.

The current human capital management solution and its underlying infrastructure are nearing the end of their useful lives. This necessitates a timely move to a more sustainable and fully supported solution to ensure continued operational efficiency and security. Human Resources Department evaluated various solutions to meet its needs and ultimately determined that the UKG Kronos Human Capital Management (HCM) solution was the best fit. UKG Kronos offers a comprehensive suite of HCM modules that improve workforce management and streamline human resources processes, including absence management, timekeeping, scheduling, analytics, reporting, time clocks, benefits administration, payroll, tax filing, and talent acquisition and management. Additionally, the solution facilitates data exchange between Oracle and various time collection methods, including time clocks, PC web, telephone, and mobile devices.

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 UKG Kronos Systems, LLC utilizing Omnia Partners Contract No. 24-6833 for human resources systems and related products and services for the period of December 4, 2025 through July 13, 2029 with three (3), twelve (12) month renewal options at the discretion of the Authority Chief Executive Officer, contingent upon approval of similar renewal options exercised by Omnia Partners, in a total maximum purchase authorization amount of \$3,000,000, including the renewal options.

In addition, this item authorizes the Chief Executive Officer or designee to execute all purchase documents required to complete the purchase of software licenses, support, and services including, but not limited to, statements of work, end user license agreements, and service level agreements for support and maintenance.

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

Management recommends adoption of Resolution No. 2025-167.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, Supplemental Contract at Tampa International Airport with UKG Kronos Systems, LLC was unanimously approved by all Board Members present; the Chief Executive Officer or designee was authorized to execute all purchase documents; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2025-167.

Item M2

CEO Annual Review, presented by Karen Greene.

In accordance with the terms of the Employment Contract with the Authority's Chief Executive Officer (CEO), Authority Board Members must complete a performance evaluation on the CEO and review overall CEO compensation each year.

Five Board Members have completed their evaluations of the CEO and submitted them to the Human Resources Department. The CEO was measured in eight areas on a scale of 1-4 (with 4 being the highest score). The resulting combined average score is 3.98/4.0.

Board Members had an opportunity to review the CEO's performance and overall compensation.

Chairman Diehl asked that the Board Members add their comments relative to Mr. Stephen's review. Commissioner Cohen praised Mr. Stephens first nine months as highly successful, citing strong performance and smooth operations despite challenges.

Mayor Castor commended Michael Stephens and the entire team as an “all-star” group, noting seamless problem-solving, an outstanding transition, and results befitting America’s top airport.

Chairman Diehl echoed congratulations, emphasizing leadership continuity, team stability, and a bright future with projects already underway.

Robert Watkins added that the strong results were expected given the team’s consistent excellence, calling them the best in the business.

Gary Harrod explained that compensation discussions with Michael Stephens were unusual because Mr. Stephens consistently declined higher pay, prioritizing fair compensation for his team. Mr. Harrod proposed a 7.5% raise from \$680,000 to \$731,000 and a \$230,000 bonus, noting this was still less than prior CEO compensation and modest when adjusted for inflation.

Michael Stephens thanked the Board and emphasized leading by example. He said a large bonus would conflict with the restraint he asked of his team amid economic uncertainty and suggested a bonus closer to historical norms around \$150,000.

Mr. Harrod moved to approve CEO compensation at \$731,000 salary with a \$150,000 bonus, reflecting Michael Stephens’ preference for restraint. Mr. Watkins suggested increasing the salary to \$750,000 to which Mr. Harrod accepted by modifying his motion and Mr. Watkins seconded it.

Mayor Castor praised Michael Stephens and the team for exceeding expectations and delivering strong performance and vision, but voted no on principle against raises, clarifying it was not a reflection of Mr. Stephens’ leadership.

Upon motion of Gary Harrod, seconded by Robert Watkins, the compensation package of \$750,000 salary and a \$150,000 bonus was approved by a 4-1 majority vote with the Mayor Castor voting no. No resolution was required.

This concluded New Business.

There were no Staff Reports. Chairman Diehl proceeded to the Attorney-Client Closed Session.

Chief Legal Officer Lee discussed the rules for the Closed Session and who would be present in the Closed Session.

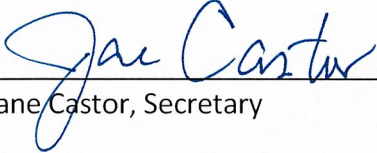
Upon motion of Robert Watkins, seconded by Gary Harrod, the Board Members present unanimously approved entering into a Closed Session.

Chairman Diehl reopened the Regular Board Meeting after the Closed Session.

Upon motion of Robert Watkins, seconded by Commissioner Cohen, the Board Members present unanimously approved to proceed as was agreed upon in the Closed Session.

Before adjourning the meeting, Chief Legal Officer Lee requested an Attorney-Client Closed Session be held at the February 5, 2026 Board Meeting to discuss pending litigation and strategy related to litigation expense and to seek the Board's direction.

With no further business to be brought before the Board, Chairman Diehl adjourned the meeting and reminded everyone that the next meeting would be in February 2026.



Jane Castor, Secretary



Arthur F. Diehl III, Chairman