Hillsborough County Aviation Authority
Regular Board Meeting

Thursday, 9:00 a.m.
October 1, 2026

A Regular Board Meeting was convened in the Boardroom, Level 4 of SkyCenter ONE, Tampa, Florida, on Thursday, October 1, 2026.

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

Aviation Authority staff members present were CEO Michael Stephens, Chief Legal Officer Cynji Lee, Damian Brooke, John Tiliacos, Smitha Radhakrishnan, Matt Bauer, Jeff Siddle, Violet Cummins, Scott Knight, James Tarro, Ben Robins, Karen Greene, Tony Conza, Laurie Noyes, Tony O'Brian, April Kelly, Chris Vergamini, Beau Zimmer, Shannon Guzman, Doug Wycoff, David Emge, Michael Kamprath, Dan Porter, Vincent Catalano, Brett Fay, Emily Nipps, Analisa Whiteside, James Hanney, Marcus Session, Melissa Solberg, Dan Seeley, Josh Gillen, Kaseem Mabry, Elita McMillon, Jim Surguine, Chief Charlie Vazquez, Roop Johal, Patrick Bowes, Angelo Mottola and Officer Steven Soto.

Chairman Diehl welcomed everyone to the Regular Board Meeting. 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.

The Regular Board Meeting was called to Order.

Chairman Diehl 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 proceeded to the Minutes. He asked if there were any additions or corrections to the Minutes of the Regular Board Meeting and Board of Adjustment Public Hearing held on September 3, 2026. General Counsel Lee stated that there were no abstentions from the September 3, 2026 Regular Board Meeting and Board of Adjustment Public Hearing and none were anticipated at this meeting.

Upon motion of Robert Watkins, seconded by Commissioner Cohen, the Minutes of the Regular Board Meeting and Board of Adjustment Public Hearing held on September 3, 2026 were unanimously approved by all Board Members present.

Chairman Diehl then proceeded to the Management Report.

Michael Stephens began by highlighting a continued focus on customer satisfaction and development of a world-class team, recognizing several employees selected for local and state leadership programs.

Damian Brooke recognized Kaseem Mabry, Director of Software Engineering and IT Project Management, for being named to the Tampa Bay Business Journal's Top 40 Under 40 and as an ITSMF Technology Leader on the Rise for 2026.

Tony O'Brian reported that Tampa International Airport served just under 1.9 million passengers in August, down 6.3% year over year, largely due to the timing of Labor Day and continued higher airfares, while international traffic remained relatively strong, particularly to Latin America and the Caribbean. August load factors matched the prior year, and airlines are projecting a 4% increase in capacity for FY27's first quarter, driven primarily by domestic growth from Breeze, Southwest, and United. Breeze is also launching new service to San José, Costa Rica.

Emily Nipps reported on several communications and community initiatives, including installation of a nine-foot flood barrier protecting critical electrical infrastructure, a hiring event that attracted approximately 1,500 applicants and resulted in 73 immediate hires, and a new technology exhibit at the Museum of Science and Innovation highlighting TPA's history of innovation and use of LiDAR technology. Tampa International Airport was again nominated for multiple USA Today 10 Best awards. Tampa International Airport closed the fiscal year with more than 16,000 media stories generating an estimated $156 million in earned media value and more than 119,000 new social media followers.

Laurie Noyes provided updates on the nearly completed parking and revenue control system modernization, which will introduce contactless payment options, enhanced license plate recognition, and future premium parking capabilities. Ms. Noyes also reported on a successful concessions networking event attended by approximately 200 participants, Tampa Bay Fashion Week activities at TPA, and the return of Currency Exchange International, offering 20 currencies and 24-hour ATM service.

This concluded the Management Report, Chairman Diehl proceeded to the Consent Agenda.

Upon Motion of Robert Watkins, 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 G1

Space Rental Agreement, PrimeFlight Aviation Services, Inc., Tampa International Airport, Resolution No. 2026-126.

PrimeFlight Aviation Services, Inc. (PrimeFlight) desires to lease office space from the Authority through a Space Rental Agreement (SRA) in support of its ground handling operations at Tampa International Airport.

The SRA is effective October 1, 2026 and terminates September 30, 2032. Either party may terminate the SRA upon thirty (30) days' written notice.

Utilizing Fiscal Year 2027 rates, PrimeFlight will lease airside building (ramp level) space at $181.87 per square foot. The SRA provides for an annual rental rate adjustment.

Description	Sq. Ft.	Rate	Annual	Monthly
Airside A Ramp	537	$181.87	$97,664.19	$8,138.68

Management recommended adoption of Resolution No. 2026-126.

Resolution No. 2026-126 approved and authorized execution of Space Rental Agreement at Tampa International Airport with PrimeFlight Aviation Services, Inc.; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G2

North Cargo Building Space Rental Agreement, Tri-Star Airport Handling Services Company, Tampa International Airport, Resolution No. 2026-127.

Tri-Star Airport Handling Services Company (Tri-Star) desires to lease Suites I and J of the North Cargo Building to conduct cargo handling related business operations.

The North Cargo Building Space Rental Agreement (Agreement) is effective October 1, 2026 and terminates September 30, 2027. Either party may terminate the Agreement upon 60 days' written notice.

Tri-Star will lease Warehouse Space under the Agreement at $8.07 per square foot and pay an annual O&M Rent of $0.37 per square foot.

The first month of Warehouse Space Rent under the Agreement (10/1/2026 – 10/31/2026) will be abated as consideration for Tri-Star making repairs to the overhead doors of Suite J.

The Initial Rents under the Agreement are as follows:

Description	Sq. Ft.	Rate	Annual	Monthly
Warehouse Rent	12,600	$8.07	$101,682.00	$8,473.50
O&M Rent	12,600	$0.37	$4,662.00	$388.50
TOTAL			**$106,344.00**	**$8,862.00**

Management recommended adoption of Resolution No. 2026-127.

Resolution No. 2026-127 approved and authorized execution of North Cargo Building Space Rental Agreement at Tampa International Airport with Tri-Star Airport Handling Services Company; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G3

Purchase Orders, Annual Mulch Application, FCM Industries OpCo, LLC dba American GroundPro.

On August 5, 2021, the Board authorized the issuance of Purchase Orders for annual mulch application to iMulchfl, Inc. for a Term ending August 4, 2026.

This Authority is seeking an application of approximately 1,500 cubic yards of mulch per year in various landscape locations at Tampa International Airport.

On August 17, 2026, four (4) Bids were publicly opened and read aloud as follows:

Company Name	Bid Amount
Inversiones Los Cuatro, LLC dba Citydesk*	$345,000
FCM Industries OpCo, LLC dba American GroundPro	$348,000
Merantus Enterprises, LLC dba Sielle Property Maintenance**	$348,750
iMulchFL, Inc	$355,500

*Inversiones Los Cuatro, LLC dba Citydesk was deemed non-responsive for failing to meet minimum qualifications.

**Merantus Enterprises, LLC dba Sielle Property Maintenance was deemed non-responsive for failing to meet minimum qualifications.

The lowest responsive and responsible Bidder is FCM Industries OpCo, LLC dba American GroundPro.

No specific goal for SBE participation was established.

This item authorizes the issuance of Purchase Orders to FCM Industries OpCo, LLC dba American GroundPro for annual mulch application for the Term of November 1, 2026 through October 31, 2029, with one, two-year renewal option at the discretion of the Chief Executive Officer, in a maximum purchase authorization amount of $400,000.

This item is included in the O&M Budget.

The Chief Executive Officer recommended the Board authorize the issuance of Purchase Orders to FCM Industries OpCo, LLC dba American GroundPro; approve rejection of Bids received from Inversiones Los Cuatro, LLC dba Citydesk and Merantus Enterprises, LLC dba Sielle Property Maintenance as non-responsive; 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 G4

Participating Addendum and Issuance of Purchase Orders, Cloud and Software Solutions utilizing NASPO Contract No. LS4981, AskReply, Inc. DBA B2Gnow, Resolution No. 2026-128.

On June 3, 2021, the Board authorized the execution of a Supplemental Contract with and issuance of Purchase Orders to AskReply, Inc. DBA B2Gnow for Cloud and Software Solutions utilizing NASPO Contract No. AR3088 for the period of June 3, 2021 through June 2, 2026. The B2GNow system is widely used by public agencies to manage DBE, ACDBE, SBE, and similar programs.

The Authority initially used the B2Gnow software for its concessions contract compliance module and later added the certification component based on the software's performance. The software also supports the maintenance of certified business directories and certification records and facilitates compliance with applicable federal requirements, including 49 CFR Parts 26 and 23.

The Authority requires continued use and support for the software including, but not limited to, licensing, software maintenance and support, updates, enhancements, and software upgrades.

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 execution of a Participating Addendum with and issuance of Purchase Orders to AskReply, Inc. DBA B2Gnow for cloud and software solutions utilizing NASPO Contract No. LS4981 for the Term of October 1, 2026 through September 30, 2036 in a maximum purchase authorization amount of $570,000.

Pricing under the Participating Addendum and Purchase Orders will be guaranteed under NASPO Contract No. LS4981 for the ten-year Term; however, the Participating Addendum may be terminated by the Authority at the end of each Authority fiscal year or upon 60 days' written notice without penalty.

This item is included in the O&M Budget.

Management recommended adoption of Resolution No. 2026-128.

Resolution No. 2026-128 authorized award and execution of Participating Addendum with and issuance of Purchase Orders to AskReply, Inc. DBA B2Gnow; 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 G5

Supplemental Agreement No. 1, FAA Contract No. DTFASO-08-L-00028 (VDF) MOA, Federal Aviation Administration, Tampa Executive Airport, Resolution No. 2026-130.

In 2007, the Authority and the Federal Aviation Administration (FAA) entered into FAA Contract No. DTFASO-08-L-00028 (VDF) MOA (Contract) for the installation, operation and maintenance of equipment at Tampa Executive Airport which helps pilots land safely, communicate with air traffic control, and receive weather information at no cost to the FAA. The Contract expires on September 30, 2027.

Staff recommended entering into Supplemental Agreement No. 1 to the Contract with FAA. Supplemental Agreement No. 1 extends the Contract for 20 years, from October 1, 2027 through September 30, 2047. Supplemental Agreement No. 1 also updates the Contract to reflect the current locations of FAA-related equipment at Tampa Executive Airport and clarifies that the FAA's role for certain approach-lighting and weather equipment is limited to inspection.

Management recommended adoption of Resolution No. 2026-130.

Resolution No. 2026-130 approved and authorized execution of Supplemental Agreement No. 1 to FAA Contract No. DTFASO-08-L-00028 (VDF) MOA at Tampa Executive Airport with the Federal Aviation Administration; and authorized the Chief Executive Officer or designee to execute all other ancillary documents.

Item G6

Purchase Orders, Software, Support and Services, Carahsoft Technology Corporation utilizing NASPO Contract No. AR2472 and GSA Contract No. 47QSWA18D008F, Tampa International Airport.

On September 2, 2021, the Board authorized the issuance of Purchase Orders to Carahsoft Technology Corporation for the purchase of software, support, and services on an as-needed basis utilizing NASPO Contract No. AR2472 for the period of September 2, 2021 through September 1, 2026 in a maximum purchase authorization amount of $5,600,000. On August 1, 2022, the Board authorized the issuance of Purchase Orders to Carahsoft Technology Corporation for the purchase of support and services utilizing GSA Contract No. 47QSWA18D008F for the period of August 11, 2022 through August 21, 2023, with one, three-year renewal option at the discretion of the Chief Executive Officer, in a maximum purchase authorization amount of $5,000,000. On August 9, 2023, the CEO approved the one, three-year renewal option for the Purchase Orders utilizing GSA Contract No. 47QSWA18D008F.

The Authority has been working with Carahsoft Technology Corporation to execute a Participating Addendum under NASPO Contract No. LS4983 but requires additional time to finalize the Participating Addendum. In the interim, the Authority is seeking Board authorization to issue Purchase Orders under NASPO Contract No. AR2472 and GSA Contract No. 47QSWA18D008F as a stopgap measure. This authorization will allow the Authority to renew critical solutions including, but not limited to, Box and DocuSign. A future Agenda item will be presented to the Board once negotiations for the Participating Addendum are completed.

Execution of purchase documents including, but not limited to, statements of work outlining requirements, end user license agreements for the rights to use their software, and service level agreements for support and maintenance are often required to complete purchases of software, support and services.

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 Purchase Orders to Carahsoft Technology Corporation utilizing NASPO Contract No. AR2472 and GSA Contract No. 47QSWA18D008F for the purchase of software, support and services on an as-needed basis for the Term of October 1, 2026 through January 13, 2027 in a maximum purchase authorization amount of $1,500,000.

In addition, this item authorizes the Chief Executive Officer or designee to execute all purchase documents required to complete the purchase of software, support, and services 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 Capital Budgets.

The Chief Executive Officer recommended the Board authorize the issuance of Purchase Orders to Carahsoft Technology Corporation; authorize the Chief Executive Officer or designee to execute all purchase documents; 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 G7

Selection of Firm and Award of Contract, Employee Insurance Benefits Brokerage Services, The Baldwin Group Southeast, LLC, Resolution No. 2026-138.

On October 6, 2022, the Board authorized award and execution of a Contract for Employee Insurance Benefits Consulting Services to RSC Insurance Brokerage, Inc. (Gehring Group) for the Term of October 6, 2022 through October 5, 2026. Under the contract, Gehring Group provided analytical and strategic ongoing consulting services for all existing and future employee insurance benefits, employee benefit programs, and employee insurance-related contracts for the Authority.

The Human Resources Department has identified the need to engage an insurance benefits broker to enhance the long-term sustainability of the Authority's Employee Benefits Program and ensure it remains competitive for employees and their families.

On April 20, 2026, a Request for Proposals for Employee Insurance Benefits Brokerage Services was issued.

On May 21, 2026, eleven (11) Responses were received.

Responses from the following firms met the minimum qualification requirements and were evaluated by staff. The following firms are listed in order of technical ranking:

1. Gallagher Benefit Services, Inc.*
2. The Baldwin Group Southeast, LLC
3. Digital Insurance, LLC
4. Aon Consulting, Inc.
5. HUB Public Risk, Inc.
6. Gehring Group, Brown & Brown Public Sector
7. Gelin Benefits Group

Alliant Insurance Services, Inc., Mercer Health & Benefits LLC, USI Insurance Services LLC, and Weatherford Insurance LLC were found non-responsive for failing to meet minimum qualifications.

*Gallagher Benefit Services, Inc. failed to agree to the terms and conditions of the Contract for Employee Insurance Benefits Brokerage Services (Contract) and therefore declined award of the Contract.

The Term of the Contract with The Baldwin Group Southeast, LLC is October 6, 2026 through October 5, 2029, with two (2), one-year renewal options at the discretion of the Chief Executive Officer. The maximum purchase authorization amount of the Contract, including renewal options, is $1,300,000. 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. 2026-138.

Resolution No. 2026-138 approved the ranking; authorized award and execution of Contract for Employee Insurance Benefits Brokerage Services at Tampa International Airport with The Baldwin Group Southeast, LLC; approved rejection of Responses received from Alliant Insurance Services, Inc., Mercer Health & Benefits LLC, USI Insurance Services LLC, and Weatherford Insurance LLC as non-responsive; 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. Chairman Diehl proceeded to Committee Reports.

Item I1

Report of Audit Committee Meeting held on September 3, 2026 presented by Gary Harrod.

The Audit Committee met on September 3, 2026 in the Authority Boardroom with all members in attendance. The minutes of the April 2, 2026 Audit Committee meeting were approved. The Audit Committee heard presentations from the Vice President of Internal Audit regarding the status of the Fiscal Year 2026 Audit Plan, open internal audit observations, highlights from the four completed audits since the April 2, 2026 Audit Committee meeting, and the Internal Audit Engagement Exit Survey results showing 95% of responses agreed the Authority audit function is efficient and effective. The Vice President of Internal Audit then presented the proposed Fiscal Year 2027 Audit Plan, which was approved unanimously by the Audit Committee.

Director of Enterprise Risk Management and Safety Justin Piazza then presented on the status of the Enterprise Management Framework. Assistant General Counsel Michael Kamprath next provided a reminder regarding Board Member annual ethics training. Finally, the Authority's external auditors, RSM US, presented an overview of the Fiscal Year 2026 external financial audit.

Chairman Diehl processed to Unfinished Business.

Item J1

Amendment No. 1 to Part 1 Contract for Design-Build Services, Airside E Roof Replacement, HCAA Project Nos. 8525 25 & 9000 27, HCBeck LTD, d/b/a The Beck Group, Tampa International Airport, Resolution No. 2026-132, presented by Jeff Siddle.

On December 5, 2024, the Authority awarded a Part 1 Contract for Design-Build Services to HCBeck LTD, d/b/a The Beck Group for the Airside E Roof Replacement Project in a maximum purchase authorization amount of $1,980,738 for basic services and reimbursable expenses.

The Request for Qualifications for Airside E Roof Replacement stated that the Authority may choose to have HCBeck LTD, d/b/a The Beck Group, as the awarded Respondent, design and/or construct additional roof replacement projects in the Authority's capital improvement program under the Part 1 Contract for Design-Build Services.

Among those additional projects was the Airside A Terminal Building roof replacement project. The Airside A Terminal Building was constructed in 1995. The bulk of the Airside A Terminal Building's roof system is comprised of standing seam metal roof that drains to gutters along the edges of the Airside A Terminal Building. As a result of the current degradation of the Airside A Terminal Building's roof system and ongoing efforts to maintain the Airside A Terminal Building's roof system, the Authority's consultant provided a recommendation to replace the existing roof system to achieve an acceptable level of watertight construction.

This item seeks approval of Amendment No. 1 to the Part 1 Contract for Design-Build Services to design the replacement of the original roof system for the Airside A Terminal Building. The work will include the design of the standing seam metal and low-sloped roof systems, gutters, and other ancillary roof accessories required to ensure a watertight structure in a maximum purchase authorization amount of $2,103,820, bringing the total Part 1 Contract for Design-Build Services amount to $4,084,558.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2026-132.

Upon motion of Robert Watkins, seconded by Commissioner Cohen, Amendment No. 1 to Part 1 Contract for Design-Build Services, Airside E Roof Replacement, HCAA Project Nos. 8525 25 & 9000 27 at Tampa International Airport with HCBeck LTD, d/b/a The Beck Group 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. 2026-132.

Item J2

Amendment No. 1 to Part 1 Contract for Design-Build Services, Replace Parking Revenue Control System Equipment, HCAA Project Nos. 7215 24 & 7350 26, Manhattan Construction Company, Tampa International Airport, Resolution No. 2026-133, presented by Jeff Siddle.

On June 6, 2024, the Authority awarded a Part 1 Contract for Design-Build Services to Manhattan Construction Company to replace Parking Revenue Control System (PARCS) equipment in the maximum purchase authorization amount of $1,227,211 for basic services and reimbursable expenses. The Request for Qualifications for Replace Parking Revenue Control System (PARCS) Equipment included the creation of new premium and valet parking products that would be designed and constructed later and integrated into the PARCS.

This item seeks approval of Amendment No. 1 to the Part 1 Contract for Design-Build Services to provide for the design of a Valet Parking area on Level 4 of the Long Term Parking Garage and the design of a Premium Parking area on Level 1 of the Economy Parking Garage in the maximum purchase authorization amount of $625,162, bringing the total Part 1 Contract for Design-Build Services amount to date to $1,852,373.

This item is included in the Capital Budget.

Management recommended adoption of Resolution No. 2026-133.

Upon motion of Gary Harrod, seconded by Robert Watkins, Amendment No. 1 to Part 1 Contract for Design-Build Services, Replace Parking Revenue Control System Equipment, HCAA Project Nos. 7215 24 & 7350 26 at Tampa International Airport with Manhattan Construction Company 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. 2026-133.

Chairman Diehl proceeded to New Business which contained the following items.

Item K1

Selection of Design-Builder, Air Traffic Control Tower (ATCT) Replacement, HCAA Project No. 7915 27, Tampa International Airport, presented by Jeff Siddle.

The existing Air Traffic Control Tower (ATCT) facility at Tampa International Airport was constructed in the early 1970s and has been determined by the Federal Aviation Administration (FAA) to be beyond its useful life and in need of replacement. The existing ATCT is owned, operated, and maintained by the FAA.

For the replacement ATCT facility, the Authority and the FAA entered into a Memorandum of Agreement (MOA) on August 13, 2026, under which the Authority will design and construct a

replacement ATCT facility on an approximate 2-acre site located northwest of the Main Terminal. The site will ultimately be leased to the FAA.

The scope of work includes the design and construction of a new ATCT and base building, utility relocations, site preparation, demolition, road relocations, a parking lot, and fencing. The scope of work also includes demolition of the existing ATCT and related facilities once the new ATCT facility is operational.

On June 18, 2026, a Request for Qualifications for Air Traffic Control Tower (ATCT) Replacement at Tampa International Airport was issued.

On July 29, 2026, four (4) Responses were received and evaluated by staff.

The order of technical ranking is as follows:

1. DeAngelis Diamond Construction LLC
2. Walsh Construction Company II, LLC, dba Archer Western
3. PCL Construction Services, Inc.
4. Structure Tone Southwest

This item is funded by the FAA.

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

Upon motion of Robert Watkins, seconded the Commissioner Cohen, the ranking of firms in order of preference was unanimously approved by all Board Members present and staff was authorized to negotiate a Contract. No resolution was required.

Item K2

Increase in Authorization, Purchase Orders, Facility MRO (Maintenance, Repair & Operations), Industrial & Building Supplies with Related Equipment, Accessories, Supplies & Services utilizing Sourcewell Contract Nos. 091422-WWG and 091422-FAS, W.W. Grainger, Inc. and Fastenal Company, presented by Jim Surguine.

On February 2, 2023, the Board authorized the issuance of Purchase Orders to W.W. Grainger, Inc. and Fastenal Company utilizing Sourcewell Contract Nos. 091422-WWG and 091422-FAS for the purchase of MRO industrial & building supplies with related equipment, accessories, supplies & services for the Term of February 2, 2023 through November 8, 2026, with two, one-year renewal options at the discretion of the Chief Executive Officer, in a maximum purchase authorization amount of $1,500,000. On April 22, 2026, the Chief Executive Officer exercised the first, one-year renewal option.

Additional purchase authority is needed to meet higher-than-anticipated demand from the Maintenance, Procurement, Operations, and General Aviation Departments, and as a result of increased market costs during the Term of the Purchase Orders. The Authority purchases a wide variety of MRO items to support day-to-day operations and ensure uninterrupted access to essential supplies and services. The additional purchase authority will provide flexibility to address ongoing operational requirements while maintaining efficiency.

This item requests an increase of $1,000,000 to the previously approved maximum purchase authorization amount of $1,500,000 for the Purchase Orders for MRO industrial & building supplies with related equipment, accessories, supplies & services, for a new maximum purchase authorization amount of $2,500,000.

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

The Chief Executive Officer recommended the Board authorize an increase of $1,000,000 to the previously approved maximum purchase authorization amount of $1,5000,00 for Purchase Orders for MRO industrial & building supplies with related equipment, accessories, supplies & services, for a new maximum purchase authorization amount of $2,500,000; and authorize the Chief Executive Officer or designee to execute all other ancillary documents.

Upon motion of Gary Harrod, seconded by Commissioner Cohen, an increase of $1,000,000 to the previously approved maximum purchase authorization amount of $1,5000,00 for Purchase Orders for MRO industrial & building supplies with related equipment, accessories, supplies & services, for a new maximum purchase authorization amount of $2,500,000, was unanimously approved by all Board Members present; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents. No resolution was required.

Item K3

Selection of Firm and Award of Contract, Digital Content Development for Airside D, Les Studios Moment Factory Inc. (dba Moment Factory), Tampa International Airport, Resolution No. 2026-134, presented by Marcus Session.

The Contract for Digital Content Development for Airside D is intended to provide the design of, and produce and support immersive digital content for, Airside D's Media Features, including two large ceiling-hung installations and two interactive floor-mounted LED pools. The selected firm will develop a comprehensive content library featuring pre-rendered, real-time, and audio elements that enhance the passenger experience and reflect the Tampa Bay region's identity.

The content will be centered on Airside D's "Tranquil Tampa" theme, drawing inspiration from the area's natural springs, waterways, wildlife, and overall sense of place. The selected firm will also be

responsible for ongoing content updates and may be engaged for future airport media feature projects as needed.

On January 30, 2026, an Invitation to Negotiate for Digital Content Development for Airside D at Tampa International Airport was issued.

On March 17, 2026, fourteen (14) Responses were received and evaluated by staff. Responses from the following firms (listed alphabetically) met the minimum qualifications and were evaluated by staff.

1. 4459202 Canada Inc. (dba Float4)
2. Alpha Omega Group Logistics LLC
3. FireWatch Design Studio
4. Gentilhomme Inc.
5. H2 Consulting Partners, LLC
6. Ingenuity Studios, LLC
7. Larimer & Company, LLC
8. Les Studios Moment Factory Inc. (dba Moment Factory)
9. Lightborne Communications, Inc.
10. Luminary, LLC
11. Specialized Production Inc. (dba Render Impact)
12. The Envoy Group, LLC
13. UNFOLD International, Inc.
14. Utopia Worldwide Incorporated

After review of the fourteen (14) qualified Responses, the technical evaluation committee shortlisted three (3) of the firms for concurrent negotiations: 4459202 Canada Inc. (dba Float4), Gentilhomme Inc., and Les Studios Moment Factory Inc. (dba Moment Factory). Following concurrent negotiations, the negotiation team recommended award to Les Studios Moment Factory Inc. (dba Moment Factory) as the firm providing the overall best value to the Authority.

This item authorizes the execution of a Contract for Digital Content Development for Airside D (Contract) with Les Studios Moment Factory (dba Moment Factory). The Initial Term of the Contract is five (5) years, commencing upon the date of final acceptance by Authority of the Digital Content. The Contract has one, five-year renewal option at the discretion of the Authority Chief Executive Officer. The maximum purchase authorization amount of the Contract, including the renewal option, is $6,500,000. The Authority may cancel the Contract with six (6) months written notice.

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

Management recommended adoption of Resolution No. 2026-134.

Upon motion of Commissioner Cohen, seconded by Gary Harrod, the Contract for Digital Content Development for Airside D at Tampa International Airport with Les Studios Moment Factory Inc. (dba Moment Factory) was unanimously approved by all Borad Members present; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2026-134.

Item K4

Amendment No. 1 and Increase to Authorization, Master Agreement, Environmental Systems Research Institute, Inc., Resolution No. 2026-129, presented by Marcus Session.

On December 4, 2025, the Board authorized the execution of a Master Agreement with Environmental Systems Research Institute, Inc. for the purchase of software, support, and services for the initial period of November 21, 2025 through November 22, 2026 in a maximum purchase authorization amount of $800,000. The Board also authorized the Chief Executive Officer or designee to execute all documents necessary to complete the purchase of ArcGIS software licenses, support, and services, including statements of work, end user license agreements, and service level agreements.

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.

This item authorizes execution of Amendment No. 1 to the Master Agreement with Environmental Systems Research Institute, Inc. which extends the Term of the Master Agreement from November 22, 2026 to November 22, 2029.

This item also requests an increase of $1,900,000 to the previously approved maximum purchase authorization amount of $800,000 under the Master Agreement, for a new maximum purchase authorization amount of $2,700,000. This increase will enable the Authority to continue utilizing the ArcGIS software.

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

Management recommended adoption of Resolution No. 2026-129.

Upon motion of Robert Watkins, seconded by Gary Harrod, Amendment No. 1 to Master Agreement at Tampa International Airport with Environmental Systems Research Institute, Inc. was unanimously

approved by all Board Members present; an increase of $1,900,000 was authorized to the previously approved maximum purchase authorization amount of $800,000 under the Master Agreement, for a new maximum purchase authorization amount of $2,700,000; and the Chief Executive Officer or designee was authorized to execute all other ancillary documents by adoption of Resolution No. 2026-129.

Item K5

Labor Agreement, West Central Florida Police Benevolent Association, Tampa International Airport, Resolution No. 2026-137; Amendment to Schedule 5, Organizational Chart and Personnel Expense Analysis, Fiscal Year 2027 Budget, Tampa International Airport, Resolution No. 2026-131, presented by Shannon Guzman.

On August 26, 2026, the Authority and West Central Florida Police Benevolent Association (PBA) representatives completed bargaining for a new Labor Agreement which covers all sworn Police Sergeants, Corporals, and Officers, as well as Traffic Specialists and Evidence Technicians.

The Term of the current Labor Agreement is October 1, 2023 through September 30, 2026.

The Term of the proposed Labor Agreement (Agreement) is October 1, 2026 through September 30, 2029.

The proposed Agreement incorporates negotiated language updates, clarifications, and enhanced procedural requirements that address the grievance process, internal investigations, appeals, holiday observance, work and overtime classifications, standby status, disciplinary actions, weapons and accessories, and the annual shift-bidding process. The proposed Agreement also establishes a defined probationary period process and provides for a process when terms or conditions not specifically or clearly addressed in the Agreement require clarification or amendment.

Additionally, the proposed Agreement includes an increase to Shift Premium pay, replacing the current uniform rate of $1.75 per hour with two shift-specific premium rates. Employees working the 1100-1559 shift period will receive a premium of $2.50 per hour, while employees working the 1600-0259 shift period will receive a premium of $3.25 per hour. The proposed Agreement also increases the maximum compensatory leave for bargaining unit members from 84 to 108 hours.

The proposed Agreement provides a market adjustment and previous-sworn officer experience adjustment for bargaining unit members employed as of FY2026. In addition, bargaining unit members who receive a "Meets Standards" or equivalent performance appraisal rating will receive a minimum three percent (3%) merit increase each January during the 2027, 2028, and 2029 Agreement years.

The proposed Agreement revises the annual salary ranges to establish revised minimum and maximum salary ranges for Traffic duty positions consistent with the adopted pay grade bands for Grades 1–19, and provides minimum salary increases for all covered Police duty positions, as well as maximum salary increases for Trainee, Corporal, and Sergeant grades.

Additional economic provisions include an increase to the annual uniform cleaning, footwear, and clothing allowance, which is consolidated into a single rate for bargaining unit members. Law Enforcement personnel will receive a $150 annual increase, while Traffic personnel will receive a $100 annual increase. Detectives, excluding K-9 and Technician assignments, will receive an additional $50 annual allowance increase. The proposed Agreement also establishes a $125 per pay period vehicle allowance for sworn bargaining unit members who are not assigned take-home vehicles.

Finally, the proposed Agreement includes monthly increases for Special Compensation stipends for designated specialized and ancillary assignments, including Bike Duty, High Liability Instruction, Hostage Negotiation, Special Response Team, Field Training, Special Investigations Unit, K-9 Handler, Professional Standards Bureau, and Master Programs (Master Patrol Officer, Master Patrol Corporal, and Master Patrol Sergeant). Additional stipend increases are provided for after-duty hours K-9 care, polygraph administration, and for successful completion of the Physical Abilities Test, as well as stipend increases for Traffic and Senior Traffic Specialists who perform Field Training Instructor or Airport Resource Officer duties.

This item also amends Schedule 5 in the Fiscal Year 2027 Budget to adjust the Salary Schedule Police Pay Plan for all sworn law enforcement grades (includes bargaining unit positions of Trainee, Officer, Corporal, and Sergeant, as well as non-bargaining unit position of Lieutenant). The approved Fiscal Year 2027 Budget provides sufficient O&M funding to support the proposed increase in personnel expenses.

This item is included in the O&M Budget.

Management recommended adoption of Resolution Nos. 2026-137 and 2026-131.

Upon motion of Robert Watkins, seconded by Commissioner Cohen, the Labor Agreement at Tampa International Airport with West Central Florida Police Benevolent Association 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. 2026-137.

Upon motion of Robert Watkins, seconded by Commissioner Cohen, Amendment to Schedule 5, Organizational Chart and Personnel Expense Analysis, to the Fiscal Year 2027 Budget was unanimously approved by all Board Members present by adoption of Resolution No. 2026-131.

This concluded New Business.

Chairman Diehl proceeded to Staff Reports.

Smitha Radhakrishnan provided an update on Master Plan Phase 3, reporting that the program remains healthy from both a budget and schedule perspective, with risks actively managed. Overall, the program has added approximately $57 million in committed project costs and $31 million in additional work, while total construction hours increased by approximately 87,000 hours, equivalent to 18 full-time jobs. Small business participation also increased, with payments to small businesses rising by $7.4 million, contributing toward the program's $190 million goal.

This concluded Staff Reports.

Before adjourning the meeting, Chief Legal Officer Lee requested an Attorney-Client Closed Session be held at the November 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.

Arthur F. Diehl III, Chairman

Harry Cohen, Assistant Secretary