

ST. JOHNS AIRPORT AUTHORITY

Special Meeting

held in The Conference Center, Meeting Room B

4730 Casa Cola Way

St. Augustine, Florida

on Tuesday, February 28, 2023

from 10:00 a.m. to 11:38 a.m.

* * * * *

BOARD MEMBERS PRESENT:

- REBA LUDLOW
- ROBERT OLSON
- DENNIS CLARKE
- MICHELLE CASH-CHAPMAN
- DENNIS CLARKE
- JENNIFER LIOTTA

* * * * *

ALSO PRESENT:

CHARLES DOUGLAS, Esquire, Douglas Law Firm,
 100 Southpark Boulevard, Suite 414, St. Augustine, FL,
 32086, General Counsel for Airport Authority.

* * * * *

JANET M. BEASON, RPR, RMR, CRR
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1 P R O C E E D I N G S

2 CHAIRMAN OLSON: Okay. Calling to order a
3 special meeting of the Airport Authority. Please
4 stand for the Pledge.

5 (Pledge of Allegiance.)

6 EXECUTIVE DIRECTOR POSITION

7 CHAIRMAN OLSON: Okay. This is a -- one-item
8 agenda special meeting. The matter of the
9 executive director position for our authority.

10 I've thought about how we might discuss
11 this -- looking for other ideas, also -- but I feel
12 we should first visit about the candidates, compare
13 and contrast whatever attributes that we think
14 match better with where we're going.

15 And we got a best idea of the group -- where
16 we as a board would like our priorities to be in
17 our session yesterday, and that was a good thing
18 for me to reflect on and -- and then go back and
19 look at my notes from the meeting. So who wants to
20 go first and share their thoughts?

21 MS. LIOTTA: Well, I think maybe just to
22 start, is the group leaning towards choosing one of
23 the two candidates or are we seriously considering
24 performing a new search? I -- I personally think
25 we should pick between one of the two candidates.

1 MS. CASH-CHAPMAN: I agree.

2 MS. LIOTTA: I see it's on the list as an --
3 as an option, so if we know if we're dealing with
4 that at all as an initial matter, that might be --
5 might be helpful.

6 MR. CLARKE: I'm in favor of picking between
7 the two.

8 CHAIRMAN OLSON: I am hesitant to want to sign
9 up to doing that at this point because I feel that
10 one of the two candidates are -- is one that I feel
11 we can be confident about.

12 I feel there's another candidate that I'm not
13 sure -- I have doubts matches up with what I
14 believe is -- are the priorities and the needs of
15 this authority. So, I mean, I -- at this point, I
16 can't. I mean, maybe after discussion, but other
17 thoughts about that?

18 MS. LUDLOW: I -- I think we have two very
19 good candidates. And, Jennifer, I didn't hear
20 everything you said. So did you say you want to
21 start a new search?

22 MS. LIOTTA: Well, I'm just wondering if
23 anybody here is -- thinks that that's a serious
24 option or if we are really here to talk about these
25 two candidates as -- as the discussion is -- is

1 between the two candidates, not opening up to a new
2 search.

3 MS. LUDLOW: I see. And I understand, and I
4 wondered the same thing and I thought I'll have to
5 wait until we get there to see.

6 Of the two candidates, I think probably each
7 of us has a choice. They're not always the same.
8 But I -- I think, you know, one of them has such
9 good credentials; I just don't know that we could
10 get better. And I think we need something
11 immediate and not just another six months down the
12 road.

13 MS. CASH-CHAPMAN: I'm comfortable choosing
14 between one of the two candidates that we have
15 right now.

16 CHAIRMAN OLSON: Okay. I -- my -- my one
17 thought is that the best way for an executive
18 director to come and take the helm would be that
19 they have the hearty and enthusiastic support of
20 our entire board. I hope that might be possible in
21 some way. But who -- who might want to go first
22 and discuss their feelings about each of these
23 candidates?

24 MS. LIOTTA: Well, I'm -- maybe it would be --
25 might be helpful for me to go first because I'm

1 still a little bit on the fence and I think other
2 people may not be so much on the fence.

3 So how I view it is we have two strong
4 candidates. With Sam Carver, he's got a good track
5 record here in a Florida airport, so he understands
6 the Florida FDOT process, which I think would be
7 very helpful to hit the ground running to keep our
8 grants going and understand that process. I think
9 Jerry would have -- would be able to get there, but
10 it -- there would be a learning curve.

11 And by all accounts, you know, Sam runs an
12 airport in a way that, you know, I think we
13 would -- we -- we want -- in an admirable way and
14 that it's stable, it's financially secure, it's
15 just, you know, run smoothly. And, you know, the
16 finances there, from what I understand, are -- you
17 know, it's a well-run ship and that's -- speaks
18 well to his operational abilities.

19 On the downside, I don't think he interviewed
20 as well. I think, you know, when he's out in the
21 community, he may not be as -- as -- come across as
22 a -- he doesn't have maybe as much charisma as
23 Jerry. And for some people, that might be
24 important, so I do recognize that.

25 For Jerry, I think he's got a fantastic

1 record. He's got something that Sam doesn't, which
2 is experience working care -- with 121 service and
3 carriers, and I know that's something that the
4 board wants to see happen here.

5 I actually spoke with Jerry this morning, and
6 the scheduled service issue did come up and, you
7 know, I kind of filled him in a little bit about
8 where we're at with Avelo and, you know, he -- he
9 actually agreed that, you know, it was a good idea
10 for the board to know about these things ahead of
11 time and that, you know, the -- that he was a
12 little -- I don't want to characterize his
13 emotions, but what he told me was -- you know,
14 aligns with how I felt about the situation, which
15 is engaging the board ahead of time and, you know,
16 getting a -- getting an agreement that's not
17 uncapped subsidies for airports -- for airlines
18 because, you know, that's -- it's got to be
19 sustainable. So nothing too surprising there.
20 And, yeah, so I think -- and I think Jerry
21 interviewed better.

22 So I don't think that either of them is bad.
23 I like Sam's Florida experience and I like
24 Jerry's -- Jerry's airline experience and kind of
25 the overall package of his -- of his experience.

1 I did also speak with Sam, and both of them
2 told me they'd be -- their soonest availability
3 would be somewhere April 1st to May 1st depending
4 on notice periods with their current employers.
5 But they're both willing potentially to start
6 earlier.

7 CHAIRMAN OLSON: Good. Okay. Who wants to --

8 MS. LUDLOW: Michelle. Ladies first.

9 CHAIRMAN OLSON: Are you --

10 MR. CLARKE: Go ahead, Reba.

11 CHAIRMAN OLSON: Reba, did you want to go
12 next?

13 MS. LUDLOW: No.

14 CHAIRMAN OLSON: Okay. Okay.

15 MR. CLARKE: All right. I would have to echo
16 Jennifer's sentiments about -- about both
17 candidates.

18 Quite honestly, I would feel quite comfortable
19 with either one. I had very good discussions,
20 although not in person, with Sam Carver because I
21 was out of town that day, but I did have a good
22 phone conversation with him and I had a good
23 meeting with Jerry.

24 I -- I think I feel more comfortable with
25 Jerry for the reasons Jennifer stated with his 121

1 experience. He seemed to have a very solid grasp
2 of the financial administration of -- of an
3 authority. That's going to become increasingly
4 more important as we embark on the capital
5 improvements. We have an ambitious list of capital
6 improvements.

7 Sam's experience with -- current experience
8 with Florida DOT is very valuable and it's current.
9 He's known on a first-name basis to them, although
10 Jerry has worked in two Florida airports and I
11 don't think it would take him long to come up to
12 speed on -- on that issue.

13 Sam would like to give a 30-day notice to his
14 employer, which I find very admirable, but Jerry is
15 available more -- sooner, and I think the sooner,
16 the better. And so, I -- while it's very
17 difficult, I favor Jerry.

18 MS. LIOTTA: If timing's important, when I
19 spoke with Jerry this morning, he said that he
20 might be closer to 45 days out. That's a 30-day
21 plus maybe another couple of weeks to move -- to
22 actually physically get here.

23 CHAIRMAN OLSON: Did he indicate the
24 possibility of doing some type of transition work
25 prior to that?

1 MS. LIOTTA: I didn't actually speak to either
2 candidate about tran- --

3 CHAIRMAN OLSON: Okay.

4 MS. LIOTTA: To the extent we talked about
5 transition, it would be, you know, a start date,
6 you know, and handover. But what I -- my
7 conversations with them was not any -- not asking
8 them to show up and shadow or do anything like
9 that, but as soon as they started, they would --
10 they would be the executive director --

11 CHAIRMAN OLSON: Yes, okay.

12 MS. LIOTTA: -- because it can be awkward to
13 show up and...

14 CHAIRMAN OLSON: Okay.

15 MS. LUDLOW: Okay. So you're saying he could
16 be here in five days?

17 MS. LIOTTA: 40 -- 45 days. He's got a
18 30-month [sic] notice for his employer.

19 MS. LUDLOW: Jerry?

20 MS. LIOTTA: Jerry. They both do. They both
21 wanted 30 days with their current employer. And
22 Jerry asked for a couple of weeks to -- to move
23 here, since he's further away.

24 MS. LUDLOW: I'm glad you told me because I
25 thought he was able to move immediately. So, I

1 just picked that up somewhere.

2 MS. LIOTTA: Yeah, but based on my
3 conversation with him this morning --

4 MS. LUDLOW: Okay.

5 MS. LIOTTA: -- that's what he told me.

6 MS. LUDLOW: And like he said, can he come any
7 time in between?

8 MS. LIOTTA: I imagine that's possible. I
9 mean, he -- he would still be with his current
10 employer, but as far as, you know, coming by to --
11 I imagine both of them probably could --

12 MS. LUDLOW: If that was --

13 MS. LIOTTA: -- before they started.

14 MS. LUDLOW: Yes. Okay. Thank you. I didn't
15 hear good.

16 CHAIRMAN OLSON: Who wants to go next?

17 MS. CASH-CHAPMAN: I do, apparently.

18 So, I -- I agree. I mean, I think we have two
19 really good candidates. They both present a lot of
20 potential for our airport, which is always
21 exciting.

22 At this point, I'm probably leaning more
23 towards Sam, and I think because when we had a
24 conversation, we talked a lot about what businesses
25 we could bring here aviation-related and things

1 like that.

2 And I know that he kind of mentioned I think
3 in the interview about these places that are
4 reaching out to him because they want to be in a
5 Florida airport and that he's willing to bring
6 those relationships here. And I think that can be
7 really important for our airport and for our
8 community. He does seem really community oriented.
9 We all know that I am pro community here. So he
10 does bring a lot of that with him.

11 And I think that -- you know, I agree,
12 Jennifer, that I think that Jerry interviewed a
13 little bit better. He is a little bit more
14 charismatic.

15 I do think that both of them going out into
16 the community will be just fine. They both seem
17 really proactive about things. They want to, you
18 know, get out and meet with other groups that are
19 in the county and see what we can do to work
20 together and kind of build similarly solid bridges
21 between different organizations within the
22 community and the airport.

23 So I think we're -- we have a really tough
24 decision ahead of us. I'm comfortable with either
25 decision, but I'm definitely open to more

1 discussion to see what else other people are
2 feeling.

3 CHAIRMAN OLSON: Okay. Good. Are you ready
4 or -- or should I go?

5 MS. LUDLOW: I'm ready.

6 CHAIRMAN OLSON: Good.

7 MS. LUDLOW: You can be last.

8 CHAIRMAN OLSON: Oh, yeah, I'm always last,
9 so --

10 MS. LUDLOW: You're the chairman. Okay.

11 CHAIRMAN OLSON: Is that a rule, by the way,
12 that the -- I'm --

13 MS. LUDLOW: I know. Yeah, it's unwritten
14 rule.

15 CHAIRMAN OLSON: Okay.

16 MS. LUDLOW: Yeah.

17 I agree. I enjoyed Sam immensely on a social
18 level. I did ask about -- I asked both about their
19 home life. That is important to me. So, Sam has a
20 25-year-old daughter that works in Hawaii right
21 now, but -- so -- and -- and his mother is down
22 there, I guess, because he's keeping his mother's
23 dog.

24 But the two things that bothered me about Sam
25 was I couldn't get any good grant information from

1 him, and -- and his credentials don't nearly add up
2 to the other one and -- and -- oh. And so when we
3 asked about community activity, this is not nice, I
4 mean, one of the things he -- the only thing he
5 said was that they presented a dog show.

6 When we asked about airport appearance, we
7 think that's important. I think I've heard from
8 several people that the appearance of his airport
9 is not that great. So, I had some differences with
10 him. So -- sociable, you know, very very nice.
11 Not nearly the credentials that Jerry has.

12 I mean, this is -- this speaks a lot, that the
13 newspaper will say, This is a good guy and we're
14 losing him, you know. It's a little after the fact
15 because but they lost him, but his credentials are
16 really good.

17 When I asked him about grants -- the thing
18 that bothered me about each of them is that they
19 both are county oriented, you know. I said, How
20 are you going to like working for a board? That's
21 fine.

22 All -- all they do -- all Jerry does is go
23 before the county and relay his intentions and they
24 say yes or no. But they do not write the grants
25 for him. And that's one thing I wanted to know,

1 how much the county did, you know, for -- of his
2 job did the county do. Well, apparently the county
3 does not do anything for the job except approve.

4 But one of his grant things, they went before
5 FAA five times and the sixth time, they won. Now
6 that speaks a lot for me because I have dealt with
7 FAA and -- as we are now, and I just think his
8 credentials, if you look at nothing but black and
9 white, the credentials outweigh it.

10 I think he has more experience. I just
11 think -- as much as I would like Sam because I
12 know, you know, you guys -- some of you guys are
13 really for him, as much as I like him, he'd be a
14 great friend. As far as running the airport, I
15 don't think he compares to what Jerry knows about
16 running an airport.

17 CHAIRMAN OLSON: Okay. Thank you, Reba.

18 Here's my take. Excuse me if I'm a little bit
19 long. I spent actually two one-on-one times with
20 each candidate. One was before their tour and
21 visit here and one was after.

22 My visit with Sam was he gave me a tour of the
23 Stuart airport and it wasn't -- it wasn't -- we --
24 I made it clear when -- it was an arranged visit in
25 January and I -- it was not at the time that we

1 were engaging these candidates for an executive
2 director search yet. So that was not on the -- in
3 the discussion.

4 But it was a very helpful tour of the airport.
5 He drove me around the entire perimeter because
6 they had just gotten a grant to install a new
7 perimeter fence and then we had some other
8 discussion. At the same time, on a separate tour,
9 I toured the FBOs there, which are impressive. And
10 I'll get to that.

11 I -- and then the other candidate,
12 Mr. Brienza, I had a lengthy dinner with him the
13 night before his tour here, which was a very nice
14 visit, and we covered a huge much -- amount of
15 things. He -- and then I had a follow-up fairly
16 long phone conversation with him after he had left
17 and visited here.

18 I found both candidates to be very personable,
19 very likeable, both candidates, and very open. I,
20 like as others may have seen -- a few others have
21 mentioned here, I found that -- and just sort of
22 burrowing into everything that I could glean from
23 the visits and from the going online, which now of
24 course is a very good way to see more information
25 about candidates. And then, as I said, I reflected

1 back last night after I left our workshop on what
2 this board had thought -- had listed as its
3 priorities that it needs -- wants to and needs to
4 pursue.

5 Jerry Brienza comes off as stronger in these
6 areas to me. He has directed three airports. So
7 three airports, five years, nine years, six years,
8 20 years total as directing airports.

9 He didn't even put this in his resume. I
10 found it online and -- and had brought it up in our
11 follow-up phone call. He was named Oregon airport
12 director of the year in 2022 and 2019. And I
13 pressed him on a follow-up, How -- How do you get
14 to be airport director of the year?

15 And it's -- apparently there in the airport
16 community in that state, they have a number of
17 smaller airports as well as a couple of large
18 ones -- the airport directors are encouraged to
19 make nominations around and then there is a
20 separate review by the airport organization and
21 others.

22 He described it to me, but anyway, that's how
23 you get to be airport dir- -- and it was a big
24 deal. His last time he got that award, it was he
25 had a special -- a special item at the -- his

1 county commission that had read and the chairman
2 spoke about how delighted they were with his work,
3 what he had done with the airport, and at that
4 point he had already announced his -- his departure
5 and they were -- ended up in their remarks begging
6 him to change his mind.

7 So he is -- as another distinction -- and, you
8 know, you can ask again how -- one can ask how
9 these are made, but Aviation Pros magazine has
10 featured the current issue or one of the most
11 current issues his -- his -- a project he oversaw
12 at the airport there in Medford as airport project
13 of the year.

14 And it was one of those probably projects that
15 don't make -- aren't -- receive a lot of public
16 attention but extremely necessary. It was a new
17 ambitious stormwater treatment system, and it
18 became project of the year by this Aviation Pros
19 magazine. And it had a photo of it and all of
20 that.

21 He has -- one of the things that we have --
22 this board has continued to note as a priority is
23 construction of T-hangars. In Stuart, the airport
24 sponsor -- the airport does not build or operate
25 T-hangars. The Stuart airport is totally and the

1 people that use it are totally dependent on the
2 FBOs to build and provide T-hangar and other hangar
3 space.

4 They do a -- I mean, their hangars are
5 impressive but there are not -- and I can read you
6 direct quotes from a -- several that appeared in
7 the press about very current lamenting by people
8 that are individual aircraft owners that the FBOs
9 have not been aggressive in constructing and
10 providing T-hangar space. They've in fact been
11 demoing T-hangars, there's -- and building and
12 facilities and parking lots to serve -- a lot of
13 their clientele quite frankly appears to be
14 hyper-wealthy people living on Jupiter Island that
15 have the means to work with the FBO to get their
16 own hangar space.

17 Let's see. Oh, and Medford authority or the
18 organization -- I can't refer to it as an
19 authority, it's an entity under the county -- has a
20 total 160 T-hangars. And during Jerry's time, they
21 added a new phase. It was a half dozen T-hangars,
22 not a lot, but he -- he has direct experience with
23 an organization doing that most recent.

24 He does have, as has been noted, his Florida
25 experience four years. This was prior to him being

1 an airport director. It was with Palm Beach and
2 Fort Lauderdale airport.

3 He reports not only to the county commission,
4 he reports to a very formal board that they've set
5 up here that I understand used to be referred to as
6 an authority. It's a -- it's an appointed board.
7 They formally meet regularly. They meet like with
8 all the formality that this board does and receive
9 reports and updates and make recommendations to the
10 county commission. Agendas of that meeting are
11 posted online, as are other business of that.

12 Grants. Mr. Brienza, I pressed him on grants,
13 and I thought it would be a good way to compare,
14 because we received I believe \$29,000 from the
15 CARES grant program. That was the first federal
16 program that sent special money through the federal
17 agencies, and FAA got some and dispensed it to the
18 airports.

19 This airport got \$29,000. We're a different
20 airport than probably Medford for other factors,
21 but Medford got \$16 million in their first conduit
22 of COVID CARES grant, and then there was a
23 follow-on COVID award and the total became
24 26 million. So 26 million, that's pretty
25 impressive as far as matching -- receiving and

1 managing grants.

2 Interestingly enough and this didn't come
3 up -- it may have been referenced in some of his
4 material, but I'm not sure. But in visiting with
5 him, he had mentioned that he had just -- I was
6 describing some of the things this airport is
7 looking to do. He had actual -- he has -- during
8 his time, he has -- and it's very recent because he
9 was just -- he's -- he -- the airport there under
10 his direction had a piece of land that they wanted
11 to put into commercial development with a hotel.

12 He managed the whole process of creating an
13 RFP and seeking proposals for the development of a
14 hotel. They -- they framed their proposal based on
15 return on whatever lease rates -- ground lease
16 rates plus any other terms that would advantage the
17 authority and make it a partner in the success of
18 the project.

19 There were three proposals received. The
20 one -- the one selected, and I don't know where
21 this -- I don't know how high exposure this chunk
22 of land was for this hotel, but they ended up
23 having a proposal for a hotel that's -- that is
24 being flagged as a Hilton.

25 And the terms that Jerry shared to me was

1 there's an annual minimum rent and the stream
2 starts the day the deal is done before the hotel
3 opens, and then the -- the other part is 3 percent
4 of gross out of the hotel. So that income stream
5 to the -- to the airport.

6 Let's see. I'm sorry to take up any -- let me
7 see if I can save time with my other notes. Oh,
8 okay.

9 One comparison that I think others have a
10 little bit referred to here, and I think it's
11 important in addition to what I've perceived as
12 higher energy, is some people call it executive
13 presence. Others might refer to it as, you know,
14 gravitas, which sometimes is an overused word.

15 But we need -- our airport director can be
16 most successful to be -- if we think about having
17 these traits, having these traits in a friendly
18 approachable way, but having these traits when
19 they're going into meetings with agencies and --
20 and industry partners.

21 And I just think yesterday one of the things
22 we mentioned is having a director that is
23 comfortable going and sitting down with
24 Northrop Grumman, one of the four largest defense
25 contractors in the world, and talking to them

1 about -- and keeping in communication about their
2 plans and their connection to our airport.

3 So, I do also -- he also did, you know,
4 generally mention his interest in ec- -- and work
5 in economic development. And then last, and but
6 not least, is the recent experience with Avelo.
7 Depending on where we are and how fast we move
8 and -- or can move with Avelo, he could be very
9 value -- useful right now to help input into that.

10 So, anyway, I guess I made my point. That's
11 why I'm seeing Mr. Brienza as being the one. I
12 feel like our other candidate is -- is limited in a
13 couple of areas that are important to this --
14 where -- to the priorities that we have been
15 working through for -- such as in the workshop
16 yesterday. That's my feeling.

17 MS. LUDLOW: So your vote goes to?

18 MR. CLARKE: Thank you, Mr. Chairman, for that
19 detailed history of Mr. Brienza. You reinforced my
20 decision to also back Mr. Brienza.

21 CHAIRMAN OLSON: Let's see. Any other
22 discussion before we act more formally on this?

23 And this would be -- I mean, you know, I guess
24 our hope, if we -- if that's where we go, is that
25 Mr. -- that a -- an agreement can be worked

1 through.

2 And so, I -- let's go and I guess vote and
3 then I do have -- do want to report some things
4 that I've looked into about hiring -- proceeding
5 with a hiring, if -- if we are ready for that.

6 MS. LIOTTA: Well, I think I'd like to discuss
7 process a little bit more.

8 CHAIRMAN OLSON: Yes.

9 MS. LIOTTA: I think it's, you know, fairly
10 clear the direction the board is leaning. I'm
11 happy to support Mr. Brienza as well. I don't
12 think we can really lose when choosing between
13 those two candidates. So, you know, we've had the
14 discussion and I'm happy to support Mr. Brienza.

15 As to process, I think I'd like to have a
16 little bit more discussion about what that looks
17 like. I've talked with Blake -- I cannot remember
18 his last name.

19 CHAIRMAN OLSON: Astran.

20 MS. LIOTTA: Astran, yeah. And asked him kind
21 of what was market, you know, as far as hiring.
22 Would he help with that? He said that they do as
23 part of their services. I'm sure Mr. Olson's aware
24 of that, but, you know, I called to confirm that
25 myself and got some interesting feedback from --

1 from Blake. One, that it's really not market to do
2 employment contracts. Those are unusual.

3 So I strongly feel that we should -- we can
4 and should offer an at-will employment to
5 Mr. Brienza if we go forward with that -- or any
6 other candidate, for that matter. I think it would
7 greatly simplify the process and speed things up if
8 we don't have to negotiate an employment contract.

9 Also, I think as far as, you know, bonuses and
10 things like that, we're a new board, we're trying
11 to figure out, you know, a lot of basic things, you
12 know, trying to figure out what -- KPIs and how to
13 measure and how to tie compensation to that. We're
14 not ready to do and I don't want -- in my view, I
15 wouldn't want to slow down the process by trying to
16 stop and figure out what that might look like.

17 So I think a very simple compensation package
18 would be the best way to move forward, at-will,
19 market rate, and then, you know, discuss a signing
20 bonus and potentially some amount of money for
21 moving expenses.

22 That's where my viewpoint's at and I think you
23 ask -- you know, working with Blake to figure out
24 what -- what market is and what sort of bonuses
25 might be appropriate for signing and those -- those

1 startup costs, is what would benefit us the most to
2 move forward with.

3 CHAIRMAN OLSON: Yeah. I -- I think, you
4 know, obviously you have made a suggestion that
5 we -- we should spend more time looking or thinking
6 about that, and I was unaware that that is -- is
7 common in the airport director world.

8 There are -- there are reasons that really
9 are -- advantage an authority to have an airport --
10 a employment contract, also. I -- I'm hoping that
11 we don't have to make a decision on either/or at
12 this point.

13 I would like -- what I would like to do is
14 a -- I continue to see the Boca Raton airport as
15 being a storehouse of best practices. I would
16 like -- I have accessed last week the employment
17 contract for their airport director. I would like
18 to share it with this board just to look at to get
19 an idea of the kinds of protections that even are
20 granted to -- are reinforced with the Authority in
21 these employment contracts.

22 In -- in addition, we have on our -- as our
23 general counsel team now, we have Jeremiah Blocker,
24 who has recently been through that in his
25 experience on the board of the county commission

1 with the hiring of a new county manager, with the
2 contracting.

3 And so, I -- I -- I just hope we -- I mean, my
4 thought is that we -- we should take, Jennifer,
5 your suggestion as a branch we should go, but we
6 should still take time to look at which of these
7 two options might be best for both the candidate
8 and the airport.

9 MS. LIOTTA: Well, I -- right now, I'm very
10 strongly against a idea of an employment contract.
11 Sorry about that.

12 I really don't think that we have time to go
13 back and forth in negotiations. We just earlier
14 talked today about the need to get someone in here.
15 We're, you know, wondering, you know, in a matter
16 of a couple of weeks being important as far as
17 getting someone hired.

18 Negotiations for especially employment
19 contracts, that's going to take time. And on -- I
20 think we don't necessarily have to do -- make a
21 final decision immediately. If this Authority
22 decides in six months' time that they want to offer
23 an employment contract to add additional
24 protections for the Authority perhaps, and also
25 there'll have to be some benefit to the director at

1 the time in that as well, I would assume, I don't
2 see a reason why you can't start with at-will and
3 move to a contract. But I do not want this process
4 to be slowed down. That's -- that's my viewpoint.

5 MS. LUDLOW: You don't want what?

6 CHAIRMAN OLSON: I'm sorry. Are there any --

7 MS. LIOTTA: The hiring process, I don't want
8 it slowed down.

9 MS. LUDLOW: Okay.

10 CHAIRMAN OLSON: I just want to add that we
11 could be -- we could be -- I'm just speculating
12 now, but we could be adding an element of
13 discouragement to the candidate that has apparently
14 gotten all the favorable review here because we are
15 a board that has just terminated -- not terminated,
16 decided to not renew an employment contract and,
17 you know, that puts a question in people's mind
18 about -- about that.

19 MS. LIOTTA: I think I would respectfully
20 disagree. It is market that directors don't get
21 employment contracts, so it was actually unusual
22 that there was one previously.

23 CHAIRMAN OLSON: Okay.

24 MS. LIOTTA: So I think the board deciding to
25 move to a market position and get the board -- and

1 get this Authority updated to current practices is
2 not in any way a -- a problem in my mind.

3 And it certainly is not a negative against
4 Mr. Brienza. I don't think any incoming executive
5 director, we should be thinking that we have to do
6 for future directors just because we did it in the
7 past.

8 CHAIRMAN OLSON: Did --

9 MS. LIOTTA: I think that's the wrong way to
10 look at things.

11 CHAIRMAN OLSON: Okay. Could you go into a
12 little bit more detail about Mr. Astran's
13 discussion of that? I'm very interested in hearing
14 that.

15 MS. LIOTTA: Well, basically just what I said.
16 I asked him about employment contracts, what those
17 generally look like, and he said that airport
18 directors normally don't get those. This is an
19 unusual --

20 CHAIRMAN OLSON: Really?

21 MS. LIOTTA: Yes --

22 MS. LUDLOW: Because he's county --

23 MS. LIOTTA: -- that executive directors are
24 normally at-will positions. And I don't want us to
25 do something that's not market just because we're

1 being reactive and thinking we have to do something
2 we've done in the past.

3 MR. CLARKE: Let me ask you a question. Does
4 he have or has had he had an employment contract
5 with Rogue Valley, Tri-State, and/or Pueblo, his
6 most recent?

7 CHAIRMAN OLSON: I don't know. I just -- it's
8 like I -- this is sort of a world that I've worked
9 in. I know you-all have -- some of you have been
10 in the business world. I really admire that.

11 MS. LIOTTA: Yeah, as --

12 CHAIRMAN OLSON: I --

13 MS. LIOTTA: And sorry to interrupt. Yeah,
14 but to that point, as an employer, we try very hard
15 not to enter into employment contracts --

16 CHAIRMAN OLSON: Well, I'll just say that --

17 MS. LIOTTA: -- in general.

18 CHAIRMAN OLSON: -- I -- until now, I've
19 assumed that -- I mean, it's like the state of the
20 art in special purpose governmental authorities.

21 I -- I've worked for -- I was executive
22 director for two special purpose governmental
23 authorities that had -- anyway, I was always under
24 an employment contract. That was the -- actually a
25 501(c)(3) also that involved search firms, and I'm

1 just surprised.

2 I'm -- I -- I want to hear -- if -- you know,
3 if we can tolerate not making a final decision on
4 that, I'd like to hear a little bit more detail in
5 the industry.

6 MS. LIOTTA: I also spoke with -- with
7 Mr. Astran about, you know, our airport
8 specifically and if he thought we would need to
9 offer an employment contract to get a good
10 candidate. He said no. He said that this is a --
11 you know, an airport --

12 CHAIRMAN OLSON: Okay.

13 MS. LIOTTA: Florida airports, in general, my
14 recollection of what he said is that they're highly
15 sought-after positions. We don't -- as an
16 authority, we don't need to be offering extra
17 incentive --

18 CHAIRMAN OLSON: Okay.

19 MS. LIOTTA: -- to get good candidates here.

20 CHAIRMAN OLSON: Well, I mean, that's new
21 information, but thank you for bringing that up. I
22 had not --

23 MS. LUDLOW: Do you mind if I give Charles a
24 copy of Ed's employment contract?

25 CHAIRMAN OLSON: No. I mean, go ahead.

1 MS. LUDLOW: Okay.

2 MR. CLARKE: I can share with you my
3 experience dealing with employment contracts. Not
4 personally, but administering contracts that were
5 provided to certain executives.

6 If -- if they're -- with a bonus particularly,
7 when you focus on a bonus structure -- which is
8 pretty much the point of having a contract where
9 they -- you want the -- both -- both parties want
10 to be assured that there's continuity, but -- but
11 then when it comes to bonuses, if there's not a
12 hard and fast formula for calculating, using KPIs
13 or whatever -- whatever metric there is, it becomes
14 somewhat subjective toward -- you know, in -- in
15 fulfilling that -- that part of the contract.

16 I think, hearing -- hearing Jennifer, you
17 know, starting with an at-will contract, after six
18 months or some period of time, we will -- we
19 could -- if we want to go the contract route, we
20 can develop KPIs that are -- are measurable and
21 tangible, and if we are to award a bonus, then we
22 could -- it just becomes a formula and it makes it
23 very easy to administer. Because having been there
24 where it's a little bit nebulous, then it's not
25 so -- it's not so easy to administer, particularly

1 a bonus.

2 So I -- I think that is wise counsel to, you
3 know, go with an at-will and see what happens in
4 six months. It does not preclude us from having it
5 ever in the future, but if we don't need it and the
6 candidate is satisfied, they're going to do a good
7 job for us because their employment is at-will.
8 They -- they're not going to be -- you know, if
9 they leave for greener pastures, then it's going to
10 be up to us to, you know, retain them --

11 CHAIRMAN OLSON: Well --

12 MS. LIOTTA: And with a --

13 MR. CLARKE: -- higher incentives.

14 MS. LIOTTA: And when trying to figure out
15 what a bonus structure looks like, that gets into
16 deep discussions of what the KPIs are. You know,
17 the whys and the wherefores, you know, that's going
18 to require some interaction with the -- the
19 candidate and some input from them.

20 It is a -- and we I think as an authority are
21 not quite sure what that would even look like right
22 now, let alone be negotiating such a bonus
23 structure. In -- in a year's time, that might be
24 very different.

25 We're just now working on this strategic

1 initiative and identifying and categorizing and
2 trying to triage things that we want that -- as
3 priorities. And, you know, those may very well be
4 the seeds of, you know, bonus structures and
5 measurable KPIs. But, you know, that's not ready
6 to act upon today. And so, I'm not --

7 CHAIRMAN OLSON: No.

8 MS. LIOTTA: -- against bonuses and KPIs and
9 all of those things. We don't -- we're not ready
10 to identify or define those things in a way
11 sufficient today to put them into writing even to
12 present to Mr. Brienza, let alone negotiate them.

13 MS. LUDLOW: So do you think that one these
14 people would leave their job and come to work for
15 us with no future stability?

16 MS. LIOTTA: Well, the answer I think is yes
17 based on, you know, the enthusiasm from both of the
18 candidates. And the input I got from Blake was
19 that, you know, these are -- it's odd to get a --
20 to get a -- for employment contracts, anyway.
21 They're the exception, they're not the rule. So it
22 would not be shocking for it to be an at-will
23 offer.

24 And if we want to have a discussion about
25 potentially defining for a future contract and

1 engaging with the director to be -- what that would
2 look like, because we definitely would want that
3 buy-in on what that bonus structure is from the
4 director.

5 MS. LUDLOW: So, would -- or does this happen
6 that the employee, if we hire him, would work with
7 our law firm, our legal firm, and work out like
8 their -- what their future wants or --

9 MS. LIOTTA: We would -- it would look like
10 being hired -- a normal hiring process. It would
11 simplify it.

12 MS. LUDLOW: Okay.

13 MS. LIOTTA: It would be an offer letter with
14 a salary and any other potential things that might
15 be in there as regular pay. Like if there's going
16 to be an automobile allowance, if there's a signing
17 bonuses bonus, those things can just go in the
18 offer letter; they don't need to be turned into --

19 MS. LUDLOW: Right.

20 MS. LIOTTA: -- a whole new contract.

21 MS. LUDLOW: So does -- do our -- does our
22 legal counsel do that, write that up for us, and --
23 to send the him or --

24 MS. LIOTTA: I would imagine that it would be
25 a combination of us figuring out the numbers --

1 MS. LUDLOW: Yes.

2 MS. LIOTTA: -- and then potentially the firm
3 helping us with the employment offer.

4 MS. LUDLOW: I totally -- I'm sorry, that's
5 all I'll say. He's looking that way so he doesn't
6 know --

7 CHAIRMAN OLSON: Other --

8 MS. LUDLOW: -- I'm still talking.

9 CHAIRMAN OLSON: Other -- other comments right
10 now.

11 I would like, if that is a -- something that
12 is being proposed, I mean, the -- an at-will, that
13 you can just send someone on their way if you don't
14 like something of the moment that this person has
15 said or did, I would like to have us have two votes
16 then, one on ranking --

17 MS. LIOTTA: Actually, I think, you know,
18 it's -- the process of -- I think at-will doesn't
19 mean that the new executive director would be
20 somehow at whim of being, you know, out of hand --
21 like there'd be any more protections with an
22 employment contract necessarily.

23 If there's cause, there's cause. And, you
24 know, things have to come to -- so actually I think
25 this is a good time to ask, since it seems to be

1 raised, what is the process if -- for terminating
2 an executive director for a board such as ours?

3 MR. DOUGLAS: The board is in control. And in
4 Florida, employment is at-will and you may
5 terminate an at-will situation or environment for
6 any reason.

7 MS. LUDLOW: I would be comfortable sending
8 them a -- an agreement letter, a employment letter
9 saying, yes, we would like to hire you. Yes, we
10 want to pay this much. You can get like insurance,
11 car allowance, blah, blah, blah, and set down the
12 like three or four basic things, you know, that
13 would be an ordinary compensation package,
14 insurance and things like that. And then -- and to
15 be reviewed in six months or something like that.

16 You know, we don't have to come down to -- to
17 every penny and everything offered now. You know,
18 we can wait until -- we can offer them an
19 employment contract and then after six months, we
20 can add to it or not. Is that unreasonable?

21 MS. LIOTTA: Well, that's -- I'm advocating
22 for a simple at-will employment arrangement. I
23 actually --

24 MS. LUDLOW: Isn't what I mean?

25 MS. LIOTTA: -- have had a lot of reservations

1 about what the -- having an employment contract for
2 the executive director may have actually been a --
3 in my view a problem for this airport.

4 And -- and in fact, you know, it's really --
5 this is difficult to talk about, but I think the,
6 you know, current executive director has been, you
7 know, with -- withholding information from us as a
8 board, even though in January we specifically
9 inquired about our -- at least I personally did --
10 about concerns about scheduled service discussions
11 and specifically not wanting it to just be -- and I
12 think I used the word pop up on us and that we
13 should be told about these things ahead of time so
14 that we can do our jobs, and that's in fact exactly
15 what happened.

16 I spoke -- and it -- it's very very concerning
17 when, you know, the executive director did not
18 listen to at least me as a board member about
19 discussing scheduled service and what that might
20 look like, and -- but in -- but in fact was talking
21 to plenty of other people about it.

22 I spoke with Susan Phillips and, you know, she
23 knew about this six months ago. So that --

24 MS. LUDLOW: About the --

25 MS. LIOTTA: -- it's not a matter of the board

1 needing -- you know, the executive director needing
2 to keep this confidential for discussion purposes
3 with a carrier. If -- if the local tourism board
4 knows about it and this board doesn't, there's a
5 problem.

6 MS. LUDLOW: Yes.

7 MS. LIOTTA: And that's not the only
8 situation -- that's not the only time that there's
9 been something like this where the executive
10 director does not -- is seemingly, you know, not
11 wanting to get -- keep the board --

12 CHAIRMAN OLSON: Yeah.

13 MS. LIOTTA: -- educated. You know, not
14 wanting to give information to the attorneys for
15 the airport, that's very concerning. In fact,
16 I've -- I've lost confidence --

17 MS. LUDLOW: Yes.

18 MS. LIOTTA: -- in our current executive
19 director --

20 MS. LUDLOW: Yes.

21 MS. LIOTTA: -- and I want to know what, you
22 know, the process looks like for -- you know, if
23 the board feels it needs to -- removing him
24 before -- before the end of his contract.

25 MS. LUDLOW: Okay. So an at-will, are you

1 saying an at-will contract is what I said, just --
2 just send them a employment agreement saying we'll
3 pay you this much?

4 MS. LIOTTA: Well, at-will means --

5 MR. CLARKE: Just offer them --

6 MS. LIOTTA: -- there's no employment
7 agreement, it's just here's your --

8 MS. LUDLOW: Right.

9 MS. LIOTTA: -- here's your salary.

10 MS. LUDLOW: Right. Okay. Okay. So
11 that's --

12 MS. LIOTTA: Yes.

13 MS. LUDLOW: I am talking about the same
14 thing.

15 MS. LIOTTA: Yes.

16 MS. LUDLOW: Okay. So, yes, I think we should
17 settle that first and then settle the other part.

18 MS. LIOTTA: Well, I think it might -- it
19 might dovetail into what that offer looks like if
20 there's a timing issue.

21 MS. LUDLOW: Right.

22 MS. LIOTTA: So we'll need to know what the
23 process looks like.

24 CHAIRMAN OLSON: What about a board member
25 that can vote on the -- on the -- between the two

1 candidates, you know, can vote but cannot -- cannot
2 support the at-will? And again, I mean, so I'm --
3 I'm hoping we can have two different -- two votes
4 so that those feelings can be at least registered.

5 And again, on the at-will, there's -- you
6 know, Susan Phillips, the Convention and Visitors
7 Bureau is more than just an interested party in the
8 matter that you were referring to. I think -- I
9 think you do have a -- a basis for --

10 MS. LIOTTA: I don't think --

11 CHAIRMAN OLSON: -- concern --

12 MS. LIOTTA: -- it's inappropriate that she
13 knew. I think it's inappropriate that the board
14 didn't know.

15 CHAIRMAN OLSON: Okay.

16 MS. LUDLOW: And I don't know why everybody
17 doesn't understand that. I don't know why the
18 whole audience -- you know, why we got, you know,
19 comments like, oh, well -- I mean, how could
20 anybody expect us to approve something so major
21 with getting it at 4:30 on Friday afternoon for a
22 2:00 meeting on month Monday? I mean, you cannot
23 do that. You just cannot look into it and take
24 care of your due diligence in that amount of time.

25 But the main thing is I think if we offer one

1 of these people employment, then -- or if we choose
2 one of the -- we need to choose a person first.

3 MS. LIOTTA: Okay. I --

4 CHAIRMAN OLSON: Yeah, let's do that.

5 MS. LIOTTA: And I suggest let's do maybe
6 three quick decisions, then.

7 One, a motion on the candidate. Two, a motion
8 on the nature of the offer. And I think that may
9 need to be broken down into appointing one of us to
10 work with our counsel and maybe Mr. Astran on
11 the -- the metes and bounds of that. And I forgot
12 what the third one was. We can start with those
13 two.

14 MR. CLARKE: In terms of the --

15 MS. LUDLOW: Well, I definitely agree, you
16 know, that deciding on one of them is the first
17 major thing.

18 MS. LIOTTA: I guess --

19 CHAIRMAN OLSON: Okay. Yes. Okay. So, we
20 have now the floor open for a motion to act on a
21 selection --

22 MR. CLARKE: Public comment?

23 CHAIRMAN OLSON: -- to negotiate a --

24 MR. CLARKE: Public comment?

25 MS. LIOTTA: So I'll make a motion for the --

1 CHAIRMAN OLSON: Oh, yeah, but the motion has
2 to be made first.

3 MS. LIOTTA: -- the board to make an
4 employment offer to Jerry -- Jerry Brienza to be
5 the new executive director of the airport.

6 CHAIRMAN OLSON: Okay. Second to the motion?

7 MS. LUDLOW: I second it.

8 MR. DOUGLAS: I'm sorry. We do need to make
9 an official open for the public comment before the
10 motion.

11 CHAIRMAN OLSON: Typically, we -- I mean, I --
12 you guide us, but I just want to say I believe the
13 typical thing is to have the motion on the table,
14 give the board a chance to discuss the motion as
15 presented, and then receive public comments on that
16 motion. I think that's the way --

17 MR. DOUGLAS: I've seen boards do it different
18 ways. So you're right, after the motion and then a
19 second and then it opens up for discussion and
20 public comment, the public comment can be made in
21 that time period as well.

22 CHAIRMAN OLSON: Right. And then after the
23 second, before the --

24 MR. DOUGLAS: The vote.

25 CHAIRMAN OLSON: -- the public comment, an

1 additional opportunity for any board members to
2 comment on the precise nature of the -- the motion
3 or any other thing and then public comment.

4 MR. DOUGLAS: That's acceptable before the
5 vote.

6 CHAIRMAN OLSON: Okay. Thank you.

7 So, Ms. -- you gave the second, so --

8 MS. LUDLOW: Yes, I did.

9 CHAIRMAN OLSON: Okay. Ms. Ludlow has done
10 the second. So we have a motion and a second. Any
11 other comments from the board on the motion as
12 framed?

13 (None.)

14 CHAIRMAN OLSON: Okay. Public comments on the
15 motion? Any public comments on the motion?

16 (None.)

17 CHAIRMAN OLSON: Call for a vote. Do we need
18 a voice vote or how -- or should we have individual
19 vote on this; do you think?

20 MR. CLARKE: Roll call vote?

21 CHAIRMAN OLSON: Yeah, I think so because I
22 think we need one on the next one. So roll call
23 vote. Let's see. Go ahead. Vote?

24 MS. CASH-CHAPMAN: I'm in favor of Jerry.

25 CHAIRMAN OLSON: Okay. Reba?

1 MS. LUDLOW: I vote for Jerry Brienza.

2 MR. CLARKE: Aye.

3 MS. LIOTTA: Yes for Jerry Brienza.

4 CHAIRMAN OLSON: Yes for Jerry Brienza. Okay.

5 MS. LUDLOW: And yes for you?

6 CHAIRMAN OLSON: Yes.

7 MS. LUDLOW: Is that unanimous?

8 MS. CASH-CHAPMAN: Uh-huh.

9 CHAIRMAN OLSON: Okay. The next -- do you
10 want to -- oh, we need a motion for -- there was
11 another vote to be taken. So motion on the next
12 matter that we discussed.

13 MS. LIOTTA: Well, I think we may need a
14 little more discussion about what that might look
15 like because if we're going to appoint a board
16 member to work with Blake and counsel to put
17 together an offer letter, we'll need to know who
18 that is I think before we put in a motion.

19 CHAIRMAN OLSON: Okay.

20 MS. LIOTTA: So, I think Reba or Michelle
21 would be good choices or Bob -- I think any of you
22 would do -- would be fine. I'm happy to do it. I
23 don't know what anyone -- if anyone has strong
24 feelings about that.

25 MS. CASH-CHAPMAN: I do not have strong

1 feelings about anybody.

2 MS. LIOTTA: Actually I think any -- any one
3 of us could do it. Let me clarify.

4 CHAIRMAN OLSON: Yeah.

5 MS. LUDLOW: And this is negotiating the terms
6 or what?

7 MS. LIOTTA: Well --

8 MS. LUDLOW: And be explicit.

9 MS. CASH-CHAPMAN: We'd be doing the offer
10 letter with counsel and with --

11 MS. LUDLOW: Doing the offer letter.

12 CHAIRMAN OLSON: Yeah, but there --

13 MS. CASH-CHAPMAN: We'd be coming with up
14 with --

15 MS. LIOTTA: Oh --

16 CHAIRMAN OLSON: You would want -- you would
17 some level of confirmation that the desired
18 candidate is -- finds those acceptable. There is a
19 negotiation that may need to be done.

20 MS. LIOTTA: Yes. Generally the -- the
21 delegated board member would be speaking with
22 Jerry --

23 CHAIRMAN OLSON: With -- with the assistance
24 of the --

25 MS. LIOTTA: -- with the assistance --

1 CHAIRMAN OLSON: -- search firm --

2 MS. LIOTTA: -- like to try to figure out what
3 the -- because normally writing the offer letter is
4 the last step in the interview process. You do
5 talk to the candidate, get them comfortable. The
6 offer letter should not contain surprises. I've
7 been head of HR before.

8 MS. LUDLOW: I think that since we have Dennis
9 on one of those other committees from yesterday, I
10 think you would be the most qualified to work with
11 counsel because of your background.

12 I mean, I can be social and all that, but I
13 don't have the knowledge that you have. And Bob
14 has his hands full. Michelle has her hands full.
15 So I think you would be the logical one to work
16 with counsel.

17 MS. CASH-CHAPMAN: Is that something you'd
18 want to do?

19 MS. LIOTTA: Yeah, I can definitely take that
20 on. Very comfortable --

21 CHAIRMAN OLSON: So anything else that needs
22 to go into that motion other than -- it needs to be
23 framed now. Someone needs to state --

24 MS. LUDLOW: So what -- I need to make a
25 motion that we appoint Jennifer Liotta to work with

1 legal counsel on the employment services of Jerry
2 Brienza; is that right?

3 MS. LIOTTA: I -- I think that's pretty clear.
4 Potentially clarify that as a motion for me to work
5 with coun- -- airport counsel and --

6 MR. CLARKE: The search firm.

7 MS. LIOTTA: -- and the search firm to come up
8 with the terms for an at-will offer letter to Jerry
9 Brienza.

10 MS. LUDLOW: That's what I said.

11 CHAIRMAN OLSON: Okay.

12 MS. LUDLOW: Is that a motion?

13 CHAIRMAN OLSON: Yeah, the way it was just
14 stated, okay. Okay. Okay.

15 MS. CASH-CHAPMAN: I second.

16 CHAIRMAN OLSON: You second that motion? Made
17 and seconded. Okay.

18 MR. CLARKE: Question for our -- a question
19 for our counsel before you know we move there. Not
20 that I -- I don't want to slow the process down.
21 But after you work with ADK and Jennifer, will you
22 have to come back to another formal board meeting?

23 MR. DOUGLAS: The board will have to affirm
24 the offer letter before it is sent.

25 MR. CLARKE: Okay. At a public meeting?

1 MR. DOUGLAS: Yes, sir.

2 MR. CLARKE: Okay. So I'm just looking for --

3 MS. LIOTTA: Yeah, I think another action item
4 today is going to be -- is going to be to set --

5 MR. CLARKE: Okay.

6 MS. LIOTTA: -- sorry, guys -- another meeting
7 so that we can get that -- that can get done. And
8 there may be other things to put in that meeting
9 that have been touched on earlier, so -- but, yeah,
10 I think that will be another part of it.

11 CHAIRMAN OLSON: Okay. Public comment?

12 (None.)

13 CHAIRMAN OLSON: No public comment, I'll try
14 to clean -- I'll try to call for a vote more
15 cleanly.

16 So, I'm trying -- I've been trying to think of
17 the alphabetical way to -- because that's -- if
18 you're going to do a voice vote, I think that --
19 okay. So, Ms. Cash Chapman, you're -- you're next.
20 You're first alphabetically and for other reasons,
21 I'm sure, too.

22 MS. CASH-CHAPMAN: I -- yes, I vote to support
23 the motion that was stated.

24 CHAIRMAN OLSON: Okay. Mr. Clarke?

25 MR. CLARKE: Aye.

1 CHAIRMAN OLSON: Mr. Clarke is a yes.

2 Ms. Liotta?

3 MS. LIOTTA: Yes.

4 CHAIRMAN OLSON: Ms. Ludlow?

5 MS. LUDLOW: Yes.

6 CHAIRMAN OLSON: Okay. And I vote no on the
7 motion as stated because I still have great doubts
8 about this proceeding as an at-will both for the
9 interest of the Authority and for I think a good
10 start for the candidate -- or the ap- -- the
11 selected applicant.

12 MS. LIOTTA: Well, definitely appreciate the
13 concern. Mr. Brienza's a great candidate. We
14 don't want to alienate him right out of the gate.

15 If it does turn out that he's absolutely
16 opposed to doing at-will, you know, I will -- I
17 can, you know, definitely report that back to the
18 board, and I might have had -- I -- you know, at
19 the meeting that will be noticed for this and
20 potentially be able to give further color as to
21 where -- where he's at and what it might take with
22 an employment contract.

23 CHAIRMAN OLSON: Okay. Would you allow me to
24 do one other -- additional -- just a sharing of
25 information? And I'm not sure how I can do this.

1 Maybe I can't do this.

2 I would like to see you have an opportunity --
3 I'd like you to have an opportunity, for what it's
4 worth, just because it was a suggestion, to look
5 through the employment contract for the executive
6 director of the Boca airport that's in force, and
7 just note that -- I mean, there are a bunch of
8 provisions that are -- are -- protect the interests
9 of the airport in the relationship with its
10 executive director.

11 MS. LIOTTA: Those are -- those are good
12 considerations. I will definitely look at that.

13 CHAIRMAN OLSON: Okay. Okay.

14 MS. LIOTTA: And if we do move --

15 CHAIRMAN OLSON: How -- how could I get that
16 to you? Through our counsel?

17 MS. LIOTTA: Well, I think that's public
18 record. Was it off the Boca website or --

19 CHAIRMAN OLSON: I have it. So I -- I've
20 already -- I've shared it -- I bounced it to Blake
21 cause I thought that was what we were going to be
22 working on, was that as one -- one example to rely
23 on. So Blake Astran has it. I have it. I can
24 e-mail it to -- I could e-mail it to our counsel.

25 MS. LIOTTA: Well, I think -- let's just

1 check. I think this was all on the record, so I'm
2 not sure it's a problem for me to get it from
3 Blake.

4 CHAIRMAN OLSON: Okay. Yeah, Blake --

5 MR. DOUGLAS: That's what I was going to
6 recommend since Blake has it already --

7 CHAIRMAN OLSON: Yes.

8 MR. DOUGLAS: -- and Jennifer would be able
9 to --

10 CHAIRMAN OLSON: Okay. Good.

11 Okay. So I guess we need to say a motion
12 carried four to one. Okay. Good. Have we
13 accomplished everything with this meeting at this
14 point?

15 MS. LIOTTA: I -- I --

16 MS. LUDLOW: What was your third one?

17 MS. LIOTTA: I'm -- this was not so much about
18 Mr. Brienza. This is going back to I have very
19 grave concerns about the current director, and
20 again, I have lost confidence in him.

21 And I don't know how the other board feels,
22 but if -- I -- this is obviously a very
23 uncomfortable conversation, but it does seem to me
24 that he's unwilling to work with this board.

25 And if we feel that we need to remove him,

1 then I think I want to know what that process looks
2 like and if -- if needed, set a -- a meeting to
3 hear what the other board members have to say about
4 that -- or we can talk about that now, obviously we
5 can't act on it, but if there's going to be a
6 meeting set. I feel strongly about it. I don't
7 know how other -- how the other board members feel
8 about it.

9 MS. LUDLOW: I feel strongly about it, also,
10 and I think as soon as -- we don't want to -- we're
11 on a brand new path and we want our path to
12 continue to keep going in a different way than it
13 has in the past. And I think it would be
14 detrimental to carry the executive director on with
15 a new director.

16 I think the new director should and will -- we
17 have confidence in him, and will look into this --
18 will be able to be pick this up on his own
19 certainly.

20 And the other thing is -- and so, winking at
21 Dennis, if it's better to -- like when our new
22 director comes in, then our old director should be
23 out of the picture. So there are several ways to
24 do that. And it's like Dennis can tell us personal
25 time off or whatever, but I think he should start

1 in his own office without carryover.

2 CHAIRMAN OLSON: I -- I'd like to just get --
3 to clarify the -- are you -- are we -- were you or
4 are you thinking about a termination action --

5 MS. LIOTTA: No, no.

6 CHAIRMAN OLSON: -- of the contract?

7 MS. LIOTTA: Let me clarify. I don't think
8 that that is something that I would consider. I
9 think that's un -- unnecessary.

10 What I do think may be appropriate and even
11 necessary is the board removing Mr. Wuellner from
12 his duties, placing him on administrative leave,
13 getting a new interim executive director in place
14 for the month or so it may take to get Mr. Brienza
15 on board.

16 I know that may appear drastic, but I -- I
17 have very grave concerns about an executive
18 director who's concealing things from this board,
19 not -- not cooperating with its counsel. It's --
20 it's -- it's -- frankly it's been shocking since
21 I've joined this board.

22 MS. LUDLOW: So you can make a motion that --

23 CHAIRMAN OLSON: We can't --

24 MS. LIOTTA: No, we can't act on it --

25 CHAIRMAN OLSON: We cannot act on it.

1 MS. LIOTTA: -- and I --

2 CHAIRMAN OLSON: This is a special --

3 MS. LIOTTA: And this is -- these are only
4 my -- this is only my viewpoint. I don't know if
5 the rest of the board has any appetite for that,
6 where -- where your viewpoint is on any such action
7 and what that would look like.

8 I would imagine it would take a -- a separate
9 meeting to be noticed and acted upon. You know,
10 that would involve finding someone else to be the
11 new interim executive director. That's obviously
12 an obligation. And if the other board members have
13 confidence that Mr. Wuellner can effectively do his
14 job in a way that enables us to do our job, which I
15 haven't seen strong evidence of recently.

16 CHAIRMAN OLSON: Okay. Let me just -- I'm
17 listening to this and thinking.

18 I -- I voted also for the nonrenewal. I have
19 to say that I have been and -- I have been very
20 impressed about the way it was accepted with great
21 professionalism and continued dedication to our --
22 Mr. Wuellner's work with the Authority.

23 He remained on the job. I believe that after
24 you have had 26 years of career dedication to this
25 airport, that I believe and I've seen -- I would,

1 if I were in his situation, want to leave as a
2 class act.

3 I don't see any -- anything that he has done
4 that raises to the level of -- of ungracious
5 treatment in the light of 25-plus years dedicating
6 his attention to this airport and the change. You
7 can see the changes that have happened in this
8 airport in the photographs around us, and -- and I
9 believe that he is still working in the best
10 interest.

11 I have to say that the culture of -- the
12 culture of director and board has changed radically
13 recently. It probably takes a big adjustment to
14 adjust to this board which is more activist, and I
15 think that's good for our airport going forward,
16 but it's an adjustment between the relationship of
17 the executive director and the board.

18 We have evolved, and Reba has -- was there
19 with me. We had a -- Reba and I both had I'm sure
20 at times great frustration that we were serving on
21 a board that was more of a ratifying board than
22 asking more detail questions or noting things that
23 were -- that needed to happen as our airport is --
24 is called upon to do more things and be more there
25 with dealing with certain issues.

1 But I -- I am very uncomfortable with
2 supporting any kind of action that suggests that we
3 have someone that is not -- is being harmful to our
4 airport. I don't believe that's happening.

5 I believe we should just for the sake of I
6 would say even what we're talking about, the idea
7 that we would provide -- we would take such action
8 at this point given that we've already made
9 provisions for a transition, I think gives -- it
10 disadvantages us in bringing in talent here to work
11 with us.

12 MS. LIOTTA: Well, I respectfully and
13 emphatically disagree with your viewpoint.
14 Unfortunately I think maybe you're not really
15 seeing some of the things that are happening.

16 We have a director who, for lack of a better
17 word, ambushed this board with a major contract
18 with no opportunity to do its own due diligence. I
19 mean, I think it's unfortunate that, you know,
20 after serving, you know, for two decades as the
21 director, this is how it's -- you know, the last
22 six months is starting to shape up. Not -- not in
23 a good way.

24 And Mr. Wuellner is the one who's made those
25 choices, and that's unfortunate, but sometime --

1 you know, behaviors sometimes have consequences,
2 and that's -- you know, that is just the case.

3 It's the board -- it may -- prior boards may
4 very well have been not asking questions and not
5 doing due diligence. This board is and was asking
6 to be involved and to be educated on major
7 decisions, and he ignored those requests, and I
8 find that to be very inappropriate.

9 I've also -- you know, he's refusing right now
10 to give information that our -- our attorney was
11 asking of him. That, I find to be insubordinate
12 and inappropriate. The -- the airport's attorney
13 serves the board, not Mr. Wuellner. That counsel
14 is our counsel, not his. He does not get to tell
15 our attorneys what they can and cannot have.

16 CHAIRMAN OLSON: I don't -- I don't know about
17 the situation you just --

18 MS. LIOTTA: We were all copied on the e-mails
19 this morning. Maybe you didn't have a chance to
20 read them.

21 Chad Roberts contacted Mr. Wuellner, the board
22 members were cc'd, asking for the contact
23 information for the Avelo representative who's been
24 involved in this. So this is very critical, but
25 the board has made it clear yesterday that time is

1 of the essence, Avelo needs this agreement, we want
2 to start working on it right away.

3 Mr. Wuellner's response was something along
4 the lines of, I'm not going to give this to you.
5 No conversations are going to hap- -- are going to
6 happen without me in the room. That's not his
7 purview.

8 CHAIRMAN OLSON: Oh, okay.

9 MS. LIOTTA: And that is completely
10 unacceptable.

11 CHAIRMAN OLSON: Okay.

12 MS. LIOTTA: So maybe you understand why I'm a
13 little upset here.

14 CHAIRMAN OLSON: Okay.

15 MS. LIOTTA: And if this is his behavior, I've
16 lost confidence in him being able to serve as an
17 executive director.

18 The board made it very clear yesterday that
19 Mr. Clarke was going to work with our counsel to
20 try to get this deal done so that it wouldn't --
21 that we would have a chance to get it done. We
22 want Avelo in here --

23 CHAIRMAN OLSON: Okay.

24 MS. LIOTTA: -- and he is now --
25 Mr. Wuellner's being obstructionist.

1 MS. LUDLOW: I was the one that actually
2 brought it up in January that I thought he should
3 more or less cease and desist. Of course at that
4 time I thought his signing power was a hundred
5 thousand, and I found out it was like 35.

6 But with someone in the position that he's in,
7 knowing that he's going to go away, then once they
8 know that, you need to cut it now because you --
9 you don't need to -- we don't know what we don't
10 know. We don't know if he's getting a signing
11 bonus from Avelo, why he's pushing that. We don't
12 know all these things. So we don't know what we
13 don't know.

14 MS. LIOTTA: Well, and that --

15 MS. LUDLOW: So I think he should --

16 MS. LIOTTA: I'm not going to say anything,
17 but my concern is we don't know what we don't know.
18 We didn't know about Avelo.

19 CHAIRMAN OLSON: Okay.

20 MS. LIOTTA: We don't know what else he's --

21 CHAIRMAN OLSON: Okay.

22 MS. LIOTTA: -- what other decisions he's
23 making --

24 CHAIRMAN OLSON: Okay. Yes.

25 MS. LIOTTA: -- for this airport without

1 involving the board, which we've asked --

2 CHAIRMAN OLSON: This is --

3 MS. LIOTTA: -- to be involved with and
4 he's --

5 CHAIRMAN OLSON: Okay.

6 MS. LIOTTA: -- refusing to follow the
7 requests of our counsel.

8 CHAIRMAN OLSON: Ms. Liotta, what specifically
9 are you wanting us to do?

10 MS. LIOTTA: I'm not asking the board to do
11 anything right now. If the board does not agree
12 with me that there is a clear need to move forward
13 on -- if the board is comfortable leaving
14 Mr. Wuellner as executive director at least for
15 now, then there's nothing that needs to be done.

16 If the board has grave concerns like I do,
17 then I think we would need to set a special meeting
18 to have a vote taken on -- to -- to remove him.

19 MS. LUDLOW: I think --

20 MR. CLARKE: Can I chime in?

21 MS. LUDLOW: -- we should ask Dennis --

22 CHAIRMAN OLSON: Mr. Clarke has -- did --

23 MS. LUDLOW: You're right. I think we should
24 ask Dennis --

25 CHAIRMAN OLSON: Okay. Sure.

1 MS. LUDLOW: -- whether the best way to do
2 that PTO, personal time off, all that.

3 CHAIRMAN OLSON: Let's -- let's find out what
4 Mr. Clarke -- were you ahead of -- did you want
5 to --

6 MS. CASH-CHAPMAN: Go ahead, Dennis.

7 CHAIRMAN OLSON: Okay. I'm sorry. I keep --

8 MS. CASH-CHAPMAN: No, you're fine.

9 CHAIRMAN OLSON: I don't have the peripheral
10 vision. So I need to make sure I'm --

11 MR. CLARKE: I've asked on three separate
12 occasions for the contact information for the CPA
13 who's conducting our audit and I have yet to
14 receive that. That goes back at least two months.

15 Now, what I'm concerned, you may recall in --
16 in the meetings that we've been in attendance, we
17 have not reviewed the financial statements. The
18 financial statements contain errors that are --
19 that date back multiple years, which suggests to me
20 that -- that the -- if the auditors are doing their
21 job, they would reconcile those certain accounts --
22 collectively they amount to about \$60,000 and some
23 of it's to the benefit of the Authority and some of
24 it is not. They would have to balance -- or
25 restate the September 31st [sic], 2022 financial

1 statements.

2 That being said, the -- the books, the
3 internal books would be adjusted and then the
4 balance sheet carrying forward for October,
5 November, December '22, January '23, February '23
6 would therefore be adjust -- brought up to date.

7 I haven't seen them yet. And my concern is
8 are we going to be the recipient of another
9 material weakness in our financial statements? And
10 I -- I won't have that answer until I sit down
11 with -- with the -- with the accountant and the --
12 the CPA that's performing that audit.

13 CHAIRMAN OLSON: Yeah.

14 MR. CLARKE: And so -- and the lack of
15 response is -- you know, I haven't made an issue
16 out of it because, you know, I know that we're --
17 you know, we're getting a new executive director,
18 and as you well know, I advocated for appointing a
19 chief financial officer, somebody with
20 executive-level knowledge, experience in managing a
21 multimillion dollar -- an \$80 million authority.

22 CHAIRMAN OLSON: Okay.

23 MR. CLARKE: So that -- that's my -- that's my
24 concern.

25 Otherwise, I mean, you know, the airport's

1 running fine as far as -- you know, we're -- know
2 that it's -- it's in a good cash position. So it's
3 just a matter of digging into finding out why, you
4 know, we're not getting timely financial
5 statements. And going forward, my objective is to
6 make sure they're -- they are timely.

7 MS. LUDLOW: So, Dennis, what is your
8 suggestion on the most graceful way to take care of
9 that?

10 MR. CLARKE: Well, I think, you know, we have
11 a contract with Mr. Wuellner. I would ask him --
12 you know, we would pay him up. Ask him to, you
13 know, work from home. Be available on a
14 consultive -- a consulting basis if he's needed,
15 but clearly indicate that he -- you know, the
16 new -- Mr. Brienza is the executive director from
17 the day he steps in -- you know, on the property.

18 CHAIRMAN OLSON: Would we -- if we -- this
19 board can make directions, too, obviously. Could
20 we just make this a direction rather than a formal
21 action?

22 If what Mr. Clarke just outlined and what
23 Ms. Liotta -- about having a -- a leave while not
24 doing -- not dealing with a contract but basically
25 directing that we have a -- I guess, an employee of

1 the airport that need not -- or we wish them not to
2 be involved in the certain matters at the airport
3 and we don't need to have any kind of a vote, but
4 given that we have made decisions about the
5 transition and have a new director perhaps in
6 the -- you know, ready to step in, maybe even
7 assist now during -- on a -- some kind of a
8 nonfull-time basis, but on a consultation basis
9 until that person can take -- we can have an
10 agreement with them or make it part of the
11 agreement.

12 My question is a little bit long, but I'm
13 wondering if we need to have a special meeting to
14 accomplish what Mr. Clarke just outlined. Because
15 we can direct employees, right?

16 MR. DOUGLAS: From a legal perspective, I
17 agree in part and I disagree in part.

18 CHAIRMAN OLSON: Okay.

19 MR. DOUGLAS: And I agree with you that the
20 board has the authority to make a decision and the
21 decision can be made now.

22 The Florida Sunshine manual is clear, I just
23 pulled it up on Page 39, that the Sunshine Law does
24 not require boards to consider only those matters
25 on a published agenda.

1 So you are here today in a public forum, and
2 the -- the issue about a particular -- a particular
3 employee, the executive director, can be brought up
4 and dealt with at today's meeting if that is the
5 will of the board. You're -- the board is in
6 control.

7 Where I disagree with you is that a vote does
8 need to be taken.

9 CHAIRMAN OLSON: Okay. Okay.

10 MR. DOUGLAS: The board -- it needs to be on
11 record of this board --

12 CHAIRMAN OLSON: Okay.

13 MR. DOUGLAS: -- whether a majority of the
14 board feels that way.

15 And also, I will add to that that I think the
16 prudent approach is to go the route of
17 administrative leave, because I just was handed
18 Mr. Wuellner's contract and there are provisions in
19 here about termination for cause and not for cause.

20 And if an action is taken today, I would urge
21 the board not to make a decision on cause versus
22 not cause and termination, but that any action
23 today about Mr. Wuellner would be only for time
24 away, a time -- administrative leave, and let that
25 be the extent of any decision for the board today.

1 Now, later the board may have another meeting,
2 and if you -- if it's the will of the board to
3 terminate his contract, your general counsel would
4 appreciate the opportunity to dive into this
5 contract, research more, and to be able to give a
6 formal opinion of whether the termination could be
7 for cause or not for cause.

8 CHAIRMAN OLSON: Yeah. Okay. Okay. Thank
9 you.

10 MS. LUDLOW: So can we vote on administrative
11 leave?

12 CHAIRMAN OLSON: Is there any action someone
13 wants to propose based on our general counsel
14 guidance that we've just received?

15 MS. LUDLOW: I hate to be the one talking
16 again, but I don't think we should carry forward --
17 that we've lost faith in our executive director. I
18 don't think we should carry forward.

19 I think we should let him get on with his life
20 and move or whatever he needs to do. I mean, he
21 still will be -- we should ask him to be available
22 for consultation. I mean, he is still in our
23 lodging on the airport. So, I would vote for
24 immediate administrative leave.

25 MR. DOUGLAS: Mr. Chairman, if I can add one

1 more thing.

2 If it is the will of the board today to take
3 action on administrative leave, I would also
4 encourage that whoever makes a motion, include in
5 that motion the appointment of an interim executive
6 director.

7 In your policies and procedures, there are a
8 lot of duties that fall to the executive director
9 position, and it would not be prudent legally for
10 the Airport Authority to be without someone in that
11 position immediately.

12 CHAIRMAN OLSON: Okay.

13 MS. LUDLOW: That means we need to have a
14 meeting for that.

15 We have a good suggestion -- good idea on
16 someone who could run the airport, you know, in the
17 interim, someone who's run other airports and is
18 here, and very knowledgeable. So, I think that's a
19 very good suggestion, that we should appoint an
20 interim director meeting.

21 MS. LIOTTA: So I don't -- I think from where
22 I can sit, if that is the collective viewpoint of
23 the board, that then the choice is going to be if
24 we were to act today, I think the only logical
25 choice would be Kevin.

1 If there -- if there's thoughts to potentially
2 look outside of current staff, then the prudent
3 thing to do would be to notice another meeting
4 to -- for -- so that there -- a different person
5 could be -- could be appointed.

6 MS. LUDLOW: I think we should have another
7 meeting and -- and come up with, you know, several
8 names of people that we think who could be the
9 interim director and decide at that time.

10 CHAIRMAN OLSON: I feel like -- given the path
11 we've started down right now, I feel like we have
12 to take -- we have to take the leave action, and I
13 also support Kev- -- Mr. Kevin Harvey for interim
14 executive director.

15 I really don't think we have any other way to
16 have a level of continuity from a staffing
17 standpoint, and -- and anything else. So I support
18 the -- that suggestion and that's -- I want to
19 register that.

20 So, do we have a motion on the leave with, as
21 counsel advised, the naming of an interim for the
22 very brief, we hope very brief period of time with
23 being able to have the involvement very early on --
24 if everything goes well with the arrangements, very
25 early on an initiation of an interim attention and

1 leadership coming in of Mr. Brienza?

2 We have to -- we have to keep -- let the world
3 know that we are operating with continuity and we
4 have an airport to run every day.

5 MS. LUDLOW: In that case, I agree with Kevin
6 for a while.

7 MS. LIOTTA: So, Reba, you're amending your
8 motion for the board to place Mr. Wuellner on
9 immediate administrative leave and appoint Kevin as
10 interim executive director?

11 MS. LUDLOW: Yes.

12 CHAIRMAN OLSON: Okay. Is there a second to
13 that motion?

14 MR. CLARKE: Does -- does Kevin -- before we
15 take that -- pull that trigger, does Kevin have to
16 agree that he --

17 MS. LUDLOW: I know he wants to stay a couple
18 of years. He said that.

19 CHAIRMAN OLSON: I have confidentially told
20 him that we might be in that situation. I just
21 sensed that we might be there. I asked him if he
22 thought he might be willing and -- to -- and ready
23 to have that interim role briefly, and he indicated
24 to me at that point that he had. I don't know how
25 he feels today, but that was what he had shared

1 with me informally because I thought we needed to
2 have some idea how we'd --

3 MS. LIOTTA: Yeah, I think if he decides to
4 decline that, we'd have to just do another
5 immediate, as fast as possible, meeting to look at
6 somebody else.

7 CHAIRMAN OLSON: Yeah.

8 MS. LUDLOW: Are you doing a second?

9 CHAIRMAN OLSON: Yes. Second -- are you
10 making a second?

11 MS. LUDLOW: No, you are.

12 CHAIRMAN OLSON: No, I -- I'm the chair. I
13 can't -- I can't second motions. I -- I moderate
14 and you-all make the motion. You do the tough
15 work. You make the motions.

16 MS. LUDLOW: Michelle, make a motion --

17 CHAIRMAN OLSON: Is there a second to the --
18 this --

19 MS. LUDLOW: -- a second to the motion.

20 CHAIRMAN OLSON: -- the -- the placing on
21 leave and having Mr. Harvey be designated interim
22 acting executive director of the Authority?

23 MS. CASH-CHAPMAN: I second the motion.

24 CHAIRMAN OLSON: Okay. We have a -- we have a
25 motion and a second.

1 MS. LUDLOW: Thank you.

2 MR. DOUGLAS: I would open it up for public
3 comment, also.

4 CHAIRMAN OLSON: Yes. Thank you for reminding
5 me.

6 MS. LUDLOW: Vinny?

7 CHAIRMAN OLSON: Public comment?

8 MR. BEYERS: No comment.

9 (None.)

10 CHAIRMAN OLSON: Okay. Ms. Cash Chapman?

11 MS. CASH-CHAPMAN: Aye. Yes.

12 CHAIRMAN OLSON: Okay. Mr. Clarke?

13 MR. CLARKE: Aye.

14 CHAIRMAN OLSON: Okay. Ms. Ludlow?

15 MS. LUDLOW: Aye.

16 CHAIRMAN OLSON: Ms. Liotta?

17 MS. LIOTTA: Aye.

18 CHAIRMAN OLSON: I also vote.

19 MS. LUDLOW: I would like to say one thing.

20 Putting Kevin in this position is fine. We
21 all know that nobody knows more about running the
22 airport than Cindy. So I just -- kudos to Cindy.
23 And only because Kevin's title is above yours would
24 we take Kevin.

25 CHAIRMAN OLSON: I think that's a very

1 well-stated remark. Thank you for saying that. We
2 are especially dependent on our key staff right now
3 that know everything about the day-to-day
4 operations of our airport.

5 MS. LUDLOW: Thank you.

6 MS. CASH-CHAPMAN: Whose responsibility is it
7 to inform our executive director that this is
8 effective immediately? I'm just --

9 CHAIRMAN OLSON: I feel --

10 MS. CASH-CHAPMAN: -- trying to figure that
11 out.

12 CHAIRMAN OLSON: I'll take on that
13 responsibility.

14 MS. LUDLOW: Should the attorney?

15 CHAIRMAN OLSON: Well -- oh, yeah, could the
16 attorney --

17 MR. DOUGLAS: The board chair may or the board
18 can --

19 MS. CASH-CHAPMAN: Meet together --

20 MS. LUDLOW: Yes.

21 CHAIRMAN OLSON: No, it might be good so that
22 you can -- if there are technical questions, it may
23 be best for you to do it, in hindsight.

24 MS. LUDLOW: Yes, I think so, too.

25 CHAIRMAN OLSON: Yes. Yeah.

1 MS. LUDLOW: And that separates -- okay.

2 Okay.

3 MS. LIOTTA: Oh, I think we need to set a
4 meeting if -- unless -- sorry. For Mr. Brienza for
5 the approval of the offer letter, we have a choice
6 of trying to set another meeting or waiting until
7 March 13th so I can report back to the board.

8 MS. CASH-CHAPMAN: Well, March 13th, if we
9 wait three -- like give it the three days to get
10 the notice to get to the seven days, we're at --

11 MS. LIOTTA: Oh, so if it's only --

12 MS. CASH-CHAPMAN: So it's right --

13 MS. LIOTTA: -- a matter of a couple of days,
14 then --

15 MS. CASH-CHAPMAN: It's almost like right
16 there at the 13th, so --

17 MS. LIOTTA: Okay. So we just add it to the
18 March 13th agenda, then?

19 MS. CASH-CHAPMAN: I'm comfortable with that.

20 CHAIRMAN OLSON: Okay. Let's see. It's
21 already posted, but we can because it's not a
22 special meeting. So if we could do that, add that
23 item to our agenda for the 13th.

24 MS. LUDLOW: And I think that should be number
25 one item and get that done and go on with our

1 business.

2 CHAIRMAN OLSON: Yeah. And, Mr. Douglas, if
3 you would stay on and we can -- also I'd like you
4 to join me, if Mr. Harvey has any questions about
5 his role and what -- how that is handled. So -- or
6 if you could speak to him, also.

7 MR. DOUGLAS: Yes, sir.

8 CHAIRMAN OLSON: It's up to you. We can talk
9 after the meeting about that.

10 MR. CLARKE: Let me pose an administrative
11 matter. I think we should consider, you know,
12 adjusting, Mr. Harvey's salary during his interim
13 period.

14 CHAIRMAN OLSON: Okay.

15 MR. CLARKE: You know that would only be
16 fair --

17 CHAIRMAN OLSON: Yes.

18 MR. CLARKE: -- because he's going to be
19 taking on more responsibility. So I don't want to
20 put a number to that, but let's, you know, make
21 sure that that happens.

22 CHAIRMAN OLSON: Okay. So just give me some
23 discretion on what that might be in the interim.

24 MR. CLARKE: Without a doubt.

25 CHAIRMAN OLSON: Okay. Do we need to vote on

1 that?

2 MS. LUDLOW: Okay. Thanks.

3 MR. DOUGLAS: I would prefer to have that in a
4 vote for -- for the board to appoint you,
5 Mr. Olson, to work with counsel in the immediate
6 transition to administrative leave with the
7 executive director, that be a motion.

8 And then also a second motion about an
9 immediate upward adjustment for the -- who is now
10 the assistant executive director but is moving up
11 to the --

12 MS. LUDLOW: So you --

13 MR. DOUGLAS: -- executive director position.
14 I don't know what Mr. Wuellner's -- I don't know
15 what the board's pay is for the executive director
16 position, but you may certainly call one out. And
17 it is the board's decision.

18 CHAIRMAN OLSON: Yeah.

19 MR. DOUGLAS: I would -- I would not advise
20 that the chairman alone make that decision.

21 CHAIRMAN OLSON: Okay.

22 MR. DOUGLAS: This is a board decision on what
23 the new salary should be.

24 MS. LIOTTA: So --

25 CHAIRMAN OLSON: Oh, okay.

1 MS. LIOTTA: Do we think maybe making it just
2 the same as the base salary of Mr. Wuellner?

3 CHAIRMAN OLSON: Prorated? Yeah.

4 MS. LIOTTA: Just -- yeah, yeah.

5 MS. LUDLOW: Because that's what he gets. He
6 gets his annual salary, I think 180, prorated per
7 month.

8 MS. LIOTTA: Yeah. So it would be the base
9 salary -- not bonus or car allowance amounts, but
10 the base -- base salary.

11 CHAIRMAN OLSON: Yeah, that'd be an easy way
12 to do it. And so, do we need a specific amount in
13 that? Because I have that number, but I don't have
14 it -- I might even have it in here, but --

15 MS. LIOTTA: So is describing it in words
16 sufficient, you think, or do we need a number?

17 MR. DOUGLAS: As long as that it is
18 quantifiable precisely. That --

19 CHAIRMAN OLSON: It is.

20 MR. DOUGLAS: I don't know too much about the
21 internal salaries --

22 CHAIRMAN OLSON: Okay.

23 MR. DOUGLAS: -- but as long as every -- as
24 long as that is a known --

25 CHAIRMAN OLSON: Yes.

1 MR. DOUGLAS: -- to the penny --

2 CHAIRMAN OLSON: Yes.

3 MR. DOUGLAS: -- quantifiable number --

4 CHAIRMAN OLSON: Yes.

5 MR. DOUGLAS: -- when you say base salary,
6 then I'm comfortable with you making a motion in
7 terms of base salary.

8 CHAIRMAN OLSON: Okay. But we don't need that
9 amount in motion --

10 MR. DOUGLAS: Correct.

11 CHAIRMAN OLSON: -- it just -- if it exists.

12 MR. DOUGLAS: Right.

13 CHAIRMAN OLSON: Okay. Okay. Good. So there
14 were two -- counsel advised two separate motions to
15 accomplish what we've just talked about. Does
16 someone want to make those motions?

17 MS. LIOTTA: I'd like to make a motion for the
18 Authority to appoint Robert Olson to work with
19 Authority counsel on the immediate transition of
20 Mr. Wuellner's employment to administrative leave.

21 MS. CASH-CHAPMAN: I second.

22 CHAIRMAN OLSON: Motion --

23 MS. LUDLOW: She seconded.

24 CHAIRMAN OLSON: Motion made and seconded.

25 Ms. Cash Chapman, how do you -- oh, discussion?

1 Discussion?

2 (None.)

3 CHAIRMAN OLSON: Okay. No discussion?

4 MR. DOUGLAS: And public comment.

5 CHAIRMAN OLSON: Public comment. Public
6 comment, yeah.

7 MR. BEYERS: No comment.

8 (None.)

9 CHAIRMAN OLSON: No comment.

10 Ms. Cash-Chapman?

11 MS. CASH-CHAPMAN: Aye.

12 CHAIRMAN OLSON: Mr. Clarke?

13 MR. CLARKE: Aye.

14 CHAIRMAN OLSON: Ms. Ludlow --

15 MS. LUDLOW: Liotta. Aye.

16 CHAIRMAN OLSON: Ms. Liotta?

17 MS. LIOTTA: Aye.

18 CHAIRMAN OLSON: Did I go wrong

19 alphabetically?

20 MS. LIOTTA: Alphabetically, yeah.

21 CHAIRMAN OLSON: Oh, gee. And I vote yes on
22 that. Okay. Motion carried.

23 Okay. Second motion?

24 MS. LIOTTA: I can't remember the -- I make a
25 motion that the Authority raise Kevin Harvey's

1 salary to be equal to Mr. Ed Wuellner's current
2 base salary.

3 MS. LUDLOW: I second --

4 CHAIRMAN OLSON: During his period of time --

5 MS. LIOTTA: While he's serving as int- --
6 interim executive director at the airport.

7 CHAIRMAN OLSON: Okay. Good. Second?

8 MS. LUDLOW: I second the motion.

9 CHAIRMAN OLSON: Motion made and seconded. No
10 more board discussion. Public comment?

11 (None.)

12 CHAIRMAN OLSON: Ms. Cash-Chapman?

13 MS. CASH-CHAPMAN: Aye.

14 CHAIRMAN OLSON: Mr. Clarke?

15 MR. CLARKE: Aye.

16 CHAIRMAN OLSON: And Ms. Liotta?

17 MS. LIOTTA: Aye.

18 CHAIRMAN OLSON: And Ms. Ludlow?

19 MS. LUDLOW: Aye.

20 CHAIRMAN OLSON: I also vote for that. Motion
21 carried. Okay. Is there any other business this
22 board needs to do today?

23 (None.)

24 CHAIRMAN OLSON: Okay. Meeting adjourned.

25 (Meeting adjourned at 11:38 a.m.)

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REPORTER'S CERTIFICATE

STATE OF FLORIDA)
COUNTY OF ST. JOHNS)

I, JANET M. BEASON, RPR-CP, RMR, CRR, certify that I was authorized to and did stenographically report the foregoing proceedings and that the transcript is a true record of my stenographic notes.

Dated this 19th day of March, 2023.



JANET M. BEASON, RPR-CP, RMR, CRR

<p>CHAIRMAN OLSON: [177] MR. BEYERS: [2] 72/8 79/7 MR. CLARKE: [32] 4/6 8/10 8/15 23/18 30/3 32/2 33/13 40/5 42/14 42/22 42/24 44/20 45/2 48/6 48/18 48/25 49/2 49/5 49/25 61/20 62/11 63/14 63/23 64/10 70/14 72/13 75/10 75/15 75/18 75/24 79/13 80/15 MR. DOUGLAS: [30] 37/3 43/8 43/17 43/24 44/4 48/23 49/1 52/5 52/8 65/16 65/19 66/10 66/13 67/25 72/2 73/17 75/7 76/3 76/13 76/19 76/22 77/17 77/20 77/23 78/1 78/3 78/5 78/10 78/12 79/4 MS. CASH-CHAPMAN: [25] 4/1 5/13 11/17 44/24 45/8 45/25 46/9 46/13 47/17 48/15 49/22 62/6 62/8 71/23 72/11 73/6 73/10 73/19 74/8 74/12 74/15 74/19 78/21 79/11 80/13 MS. LIOTTA: [122] MS. LUDLOW: [96]</p>	<p>2022 [2] 17/12 62/25 2023 [2] 1/6 81/10 25-plus [1] 56/5 25-year-old [1] 13/20 26 [3] 20/24 20/24 55/24 28 [1] 1/6 2:00 [1] 41/22</p> <hr/> <p>3 3 percent [1] 22/3 30 [1] 10/21 30-day [2] 9/13 9/20 30-month [1] 10/18 31st [1] 62/25 32084 [1] 1/23 32086 [1] 1/16 35 [1] 60/5 39 [1] 65/23</p> <hr/> <p>4 40 [1] 10/17 414 [1] 1/16 45 [2] 9/20 10/17 4730 [1] 1/4 4:30 [1] 41/21</p> <hr/> <p>5 501 [1] 30/25</p> <hr/> <p>8 80 [1] 2/6 81 [1] 2/7 825-0570 [1] 1/24</p> <hr/> <p>9 904 [1] 1/24</p> <hr/> <p>A a.m [3] 1/7 1/7 80/25 abilities [1] 6/18 able [8] 6/9 10/25 50/20 52/8 53/18 59/16 67/5 69/23 about [84] above [1] 72/23 absolutely [1] 50/15 acceptable [2] 44/4 46/18 accepted [1] 55/20 accessed [1] 26/16 accomplish [2] 65/14 78/15 accomplished [1] 52/13 accountant [1] 63/11 accounts [2] 6/11 62/21 across [1] 6/21 act [8] 23/22 34/6 42/20 53/5 54/24 54/25 56/2 68/24 acted [1] 55/9 acting [1] 71/22 action [11] 49/3 54/4 55/6 57/2 57/7 64/21</p>	<p>66/20 66/22 67/12 68/3 69/12 activist [1] 56/14 activity [1] 14/3 actual [1] 21/7 actually [13] 7/5 7/9 9/22 10/1 15/19 28/21 30/24 36/17 36/24 37/23 38/2 46/2 60/1 add [8] 14/1 27/23 28/10 37/20 66/15 67/25 74/17 74/22 added [1] 19/21 adding [1] 28/12 addition [2] 22/11 26/22 additional [3] 27/23 44/1 50/24 adjourned [2] 80/24 80/25 ADJOURNMENT [1] 2/6 adjust [2] 56/14 63/6 adjusted [1] 63/3 adjusting [1] 75/12 adjustment [3] 56/13 56/16 76/9 ADK [1] 48/21 administer [2] 32/23 32/25 administering [1] 32/4 administration [1] 9/2 administrative [10] 54/12 66/17 66/24 67/10 67/24 68/3 70/9 75/10 76/6 78/20 admirable [2] 6/13 9/14 admire [1] 30/10 advantage [2] 21/16 26/9 advise [1] 76/19 advised [2] 69/21 78/14 advocated [1] 63/18 advocating [1] 37/21 affirm [1] 48/23 after [14] 4/16 14/14 15/21 16/16 17/1 31/15 32/17 37/19 43/18 43/22 48/21 55/23 57/20 75/9 afternoon [1] 41/21 again [5] 18/8 41/2 41/5 52/20 67/16 against [3] 27/10 29/3 34/8 agencies [2] 20/17 22/19 agenda [4] 3/8 65/25 74/18 74/23 Agendas [1] 20/10 aggressive [1] 19/9 ago [1] 38/23 agree [10] 4/1 11/18</p>	<p>12/11 13/17 42/15 61/11 65/17 65/19 70/5 70/16 agreed [1] 7/9 agreement [8] 7/16 23/25 37/8 40/2 40/7 59/1 65/10 65/11 ahead [9] 7/10 7/15 8/10 12/24 31/25 38/13 44/23 62/4 62/6 aircraft [1] 19/8 airline [1] 7/24 airlines [1] 7/17 airport [66] 1/1 1/16 3/3 6/5 6/12 11/20 12/5 12/7 12/22 14/6 14/8 15/14 15/16 15/23 16/4 17/11 17/14 17/15 17/18 17/20 17/23 18/3 18/12 18/12 18/23 18/24 18/25 20/1 20/2 20/19 20/20 21/6 21/9 22/5 22/15 23/2 26/7 26/9 26/14 26/17 27/8 29/17 31/7 31/11 38/3 39/15 43/5 48/5 51/6 51/9 55/25 56/6 56/8 56/15 56/23 57/4 60/25 65/1 65/2 67/23 68/10 68/16 70/4 72/22 73/4 80/6 Airport Authority [2] 3/3 68/10 airport's [2] 58/12 63/25 airports [9] 7/17 9/10 17/6 17/7 17/8 17/17 20/18 31/13 68/17 alienate [1] 50/14 aligns [1] 7/14 all [20] 4/4 6/11 8/15 12/9 14/22 14/22 14/22 18/19 20/8 28/14 30/9 34/9 36/5 47/12 52/1 58/18 60/12 62/2 71/14 72/21 All right [1] 8/15 ALLEGIANCE [2] 2/3 3/5 allow [1] 50/23 allowance [3] 35/16 37/11 77/9 almost [1] 74/15 alone [3] 33/22 34/12 76/20 along [1] 59/3 alphabetical [1] 49/17 alphabetically [3] 49/20 79/19 79/20 already [5] 18/4 51/20 52/6 57/8 74/21 also [23] 1/14 3/11 8/1 23/3 23/3 23/20 25/9 26/10 27/24 30/25 31/6 53/9 55/18 58/9 66/15</p>	<p>68/3 69/13 72/3 72/18 75/3 75/6 76/8 80/20 although [2] 8/20 9/9 always [4] 5/7 11/20 13/8 30/23 am [4] 4/8 12/9 40/13 57/1 ambitious [2] 9/5 18/17 ambushed [1] 57/17 amending [1] 70/7 amount [6] 16/14 25/20 41/24 62/22 77/12 78/9 amounts [1] 77/9 announced [1] 18/4 annual [2] 22/1 77/6 another [15] 4/12 5/11 9/21 18/7 45/11 48/22 49/3 49/6 49/10 63/8 67/1 69/3 69/6 71/4 74/6 answer [2] 34/16 63/10 any [31] 10/7 11/6 13/25 21/16 22/6 23/21 25/5 28/6 29/2 29/4 35/14 36/21 37/6 44/1 44/3 44/10 44/15 45/21 46/2 46/2 55/5 55/6 56/3 57/2 65/3 66/22 66/25 67/12 69/15 75/4 80/21 anybody [3] 4/23 41/20 46/1 anyone [2] 45/23 45/23 anything [7] 10/8 15/3 47/21 56/3 60/16 61/11 69/17 anyway [4] 17/22 23/10 30/23 34/20 ap [1] 50/10 apparently [4] 11/17 15/2 17/15 28/13 appear [1] 54/16 appearance [2] 14/6 14/8 appeared [1] 19/6 appears [1] 19/13 appetite [1] 55/5 applicant [1] 50/11 appoint [6] 45/15 47/25 68/19 70/9 76/4 78/18 appointed [2] 20/6 69/5 appointing [2] 42/9 63/18 appointment [1] 68/5 appreciate [2] 50/12 67/4 approach [1] 66/16 approachable [1] 22/18 appropriate [2] 25/25 54/10</p>
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<p>A</p> <p>approval [1] 74/5 approve [2] 15/3 41/20 April [1] 8/3 April 1st [1] 8/3 are [70] 3/23 4/10 4/14 4/24 6/16 8/9 12/3 12/18 13/1 13/3 14/15 14/19 14/20 15/7 15/12 16/9 17/18 18/9 19/1 19/4 19/5 19/8 20/10 20/11 23/7 23/13 24/5 25/2 26/8 26/8 26/9 26/19 26/20 28/6 28/14 29/23 32/20 32/20 32/21 33/16 33/20 34/19 39/25 51/7 51/8 51/8 51/11 51/11 53/23 54/3 54/3 54/4 55/3 57/15 59/5 59/5 61/9 62/18 62/20 63/8 64/6 66/1 66/18 68/7 70/3 71/8 71/9 71/11 73/2 73/22 areas [2] 17/6 23/13 aren't [1] 18/15 around [3] 16/5 17/19 56/8 arranged [1] 15/24 arrangement [1] 37/22 arrangements [1] 69/24 art [1] 30/20 as [97] ask [11] 13/18 18/8 18/8 25/23 30/3 36/25 61/21 61/24 64/11 64/12 67/21 asked [10] 10/22 13/18 14/3 14/6 14/17 24/20 29/16 61/1 62/11 70/21 asking [7] 10/7 56/22 58/4 58/5 58/11 58/22 61/10 assist [1] 65/7 assistance [2] 46/23 46/25 assistant [1] 76/10 assume [1] 28/1 assumed [1] 30/19 assured [1] 32/10 Astran [5] 24/19 24/20 31/7 42/10 51/23 Astran's [1] 29/12 attendance 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<p>C</p> <p>chance... 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