

**MINUTES OF THE SPECIAL CALLED MEETING OF THE
SANFORD AIRPORT AUTHORITY
JUNE 16, 2020
10:00 A.M.**

PRESENT: Tom Green, Chairman
Jennifer T. Dane, Vice Chairman
Chick Gregg, Sr., Secretary Treasurer
Kenneth Bentley
Frank S. Ioppolo, Jr.
William R. Miller
Clyde H. Robertson, Jr.
Clayton D. Simmons
Stephen P. Smith
Brett Renton, Airport Counsel
Commissioner Brenda Carey, County Liaison
Mayor Art Woodruff, City Liaison

ABSENT:

STAFF PRESENT: Diane Crews, President & CEO
Don Poore, Chief Financial Officer
Tom Fuehrer, SAPD Chief
Tommy Gentry, IT Director
Lori Hunt, Executive Assistant
Kristina Gilmore, Records Manager/Asst. Lease Mgr.
Radhika Jablonski, Finance Manager
Danette Maybin, Human Resources Manager
Al Nygren, Property Manager
Lauren Rowe, Communications Director
Julie Sawyer, Executive Assistant
Rick Shea, Operations Director
Jennifer Taylor, Project Coordinator
Michelle Telfair, Leasing Manager

OTHERS PRESENT: John Baer, CPH
Sonya Brauer, South East Ramp
Elizabeth Brown, OSI
David Cattell
Kevin Dillon, Constant Aviation
Tracy Forrest, South East Ramp
Tom Gulyas
Jonathan Hand, ATKINS
Jacksonville Airport Authority
Thayne Klingler, Allegiant
Dale Lersch
David Long
John Majewski

**Hilary Maul, AVCON
Kerry McManus
Tanisha Morris, OSI
Tom Nolan
Jeremiah Owens, CPH
Keith Robinson, OSI
Tom Roda
Tim Shea
Sandeep Singh, AVCON
Greg Smith, Million Air
Gray Tigger
United Airlines
Michael Vincent
Victor White
Grice Whitley, Grice Group
Angel Wilson**

1. CALL TO ORDER, PLEDGE OF ALLEGIANCE, AND OVERVIEW OF MEETING FORMAT

The meeting was called to order at 10:00 a.m. followed by the Pledge of Allegiance.

The meeting was conducted in person and virtually using UberConference. Chairman Green presented an Overview of the Meeting Format. All Board Directors, the Mayor of Sanford, the Airport President and Airport Counsel are physically in attendance, along with staff and members of the public but only to the extent that the meeting room can accommodate their attendance utilizing 6 foot social distancing. Chairman Green noted for the public record no public comment regarding today's meeting had been received by Lori Hunt. At 10:04 it was noted the Uber call had not been placed. The Uber call was placed and Chairman Green re-read the overview of meeting format for the record.

2. ADVERTISEMENT OF MONTHLY MEETING

Copies attached.

3. COMMENTS FROM THE PUBLIC

Chairman Green inquired of Lori were there any comments from the public. Lori responded none.

4. DISCUSSION AGENDA

A. Discussion of selection of new Airport President & CEO.

Chairman Green noted in advance of today's meeting, Counsel had sent an email to each of the Board Directors addressing the selection process to be conducted. To recap, the Board contracted with an outside consultant, Grice Group, to perform a nationwide search and received a number of qualified candidates. That list was narrowed to 10 individuals and then narrowed to 6 by Grice Group. After interviews by the Board on June 4 and 5, the Board ranked the six candidates and the top three were provided via email on Friday June 5 to the Board. From that point until today's meeting, Board Members were able to continue to perform any due diligence activities they believed necessary (reviewing resume's, contacting references, contacting Grice Group and/or the candidates directly for follow-up information, etc.)

Today, the Board will go one by one through each of the top three candidates and allow Board Directors the chance to address each of the candidates. Once discussions are complete, each Board Director will be provided a sheet with the names of the top three and will be asked to rank the candidates 1-3, with 1 being your highest rated, 2 being your next and 3 being the final candidates. If there are five or more #1's for a single candidate, that will be announced to the Board as a majority of the Board has a number 1 candidate. If not, the rankings will be totaled and the information provided to the Board, so that the number can be narrowed to the top two candidates. Additional discussion time will be provided to the Board to make comments about the candidates and then a new ranking of the top two will be provided for the Board to proceed. As to this final ranking, Board members will simply be asked to vote for their number 1 choice and the results will be announced.

After the rankings, a motion will need to be made by a Board Member, using the following suggested language: "This is Board Member _____. I move that the Sanford Airport Authority Board select candidate _____ as its next President and CEO and authorize the HR Manager, legal counsel, and the chairman to negotiate a contract with the candidate. Should the airport and the candidate not be able to reach a contract, I authorize the chairman, HR Manager and legal counsel to negotiate a contract with candidate _____ to become the next President and CEO."

- i. David Long – Discussion ensued regarding Mr. Long's interviews (pro's and con's)
- ii. Tom Nolan – Discussion ensued regarding Mr. Nolan's interviews (pro's and con's)
- iii. George Speake – Discussion ensued regarding Mr. Speake's interviews (pro's and con's)

Following discussion, Brett Renton distributed the ballots. Counsel tallied the votes; Mayor Woodruff verified the votes; the final tally is as follows:

David Long – 17 points

Tom Nolan – 17 points
George Speake – 20 points

Having two (2) candidates on the floor, ballots were distributed. Counsel tallied the vote and Mayor Woodruff verified, and vote was made as follows:

Board Director Bentley – voted for Tom Nolan
Board Director Dane – voted for Tom Nolan
Board Director Green – voted for David Long
Board Director Gregg – voted for Tom Nolan
Board Director Ioppolo - voted for Tom Nolan
Board Director Miller - voted for Tom Nolan
Board Director Robertson - voted for Tom Nolan
Board Director Simmons – voted for Tom Nolan
Board Director Smith – voted for David Long

Counsel stated there is a motion in what was presented that an individual Board member would move that the Sanford Airport Authority select candidate Nolan as its next President and CEO and authorize, the HR Manager, legal counsel and the Chairman to negotiate a contract with the candidate. Should the Airport and the candidate not be able to reach a contract, you authorize the Chairman, HR Manager and legal counsel to negotiate a contract with candidate Long to become the President and CEO, which contract will be presented for final approval at the July 7, 2020 Board meeting.

Board Director Ioppolo made a motion, seconded by Board Director Dane to approve the motion. Board Director Robertson inquired if neither candidate accepts and we can't reach a salary. Brett Renton replied you come to the Board on July 7th and the Board can take up the next steps to proceed in that regard. Vote taken. None opposed. Motion passed.

5. COMMENTS FROM THE PUBLIC

Chairman Green inquired were there any comments from the public or those attending. Lori replied none. Board Director Bentley mentioned to Chairman Green we need to congratulate Mayor Woodruff.

6. OTHER BUSINESS

Board Director Ioppolo thanked Chairman Green for taking on this difficult task especially the individual interviews during these times and he thanked Board Director Gregg. Board Director Ioppolo noted irrespective of what we felt when we came in, when we leave we have a President and we are all vested in making sure that the President is not just successful but wildly successful, welcomed to the community and does a great job for the entire community and the Airport. And at the same time, we have had a phenomenally loyal and

qualified guy in George, he hopes everyone reaches out and makes sure George knows how much he is appreciated. Chairman Green stated absolutely he agreed and thanked the Board for their time and commitment, it has been quite a process, but he appreciates them.

7. REMINDER OF REGULAR BOARD MEETING ON (JULY 7, 2020)

8. ADJOURNMENT

There being no further business, the regular meeting was adjourned at 11: 43 a.m.

Respectfully submitted,

Diane H. Crews

Diane H. Crews, President & CEO

/lh