

MEETING OF THE BOARD OF DIRECTORS

March 25, 2025



Board Meeting Agenda

Tuesday, March 25, 2025 at 4:00 p.m.

CMH Boardroom

- 1. Welcome / Call to Order..... E. Kessler
- 2. Committee Reports
 - Human Resources K. Morrison
- 3. Consent Agenda
 - Approval of Minutes February 25, 2025 Board Meeting
 - 12-2025 Fraternal Order of Police (FOP) Collective Bargaining Agreement
 - 13-2025 Ohio Patrolmen's Benevolent Association (OPBA) Collective Bargaining Agreement
 - 14-2025 American Federation of State, County, and Municipal Employees (AFSCME) Collective Bargaining Agreement
- 4. Public Comment
- 5. Other Business
- 6. Motion to Adjourn



MEETING OF THE CRAA BOARD OF DIRECTORS | MINUTES OF FEBRUARY 25, 2025

Board of Director Members Present:	Elizabeth P. Kessler, Chair Jordan A. Miller, Jr., Vice Chair Frederic Bertley Paul Chodak III – Virtual Mo Dioun Ramon Jones Kenny McDonald Karen J. Morrison
Board of Director Members Absent:	Corrine M. Burger
CRAA Strategic Leadership Staff:	Joseph R. Nardone, President & Chief Executive Officer Casey Denny, Chief Operations Officer Kristen Easterday, Director, Communications & Public Affairs Shannon Fitzpatrick, Chief People Officer Charlie Goodwin, Director, Aviation Business Services Richard Jones, Director, Innovation & Technology Tom McCarthy, Chief Planning & Engineering Officer Fabio Spino, Chief Financial Officer

CALL TO ORDER

Chair Kessler called the meeting of the Columbus Regional Airport Authority Board of Directors to order at 4:05 p.m. on Tuesday, February 25, 2025.

COMMITTEE REPORTS

Air Service & Customer Experience Committee:

Bertley reported that the Committee met on February 19, 2025. At that meeting, Easterday provided an overview of the customer experience impacts of the recent significant changes related to the new terminal construction.

The Committee also received an update from Taylor who reported a 6% seat growth in the first five months of 2025 with Delta Air Lines and American Airlines being the largest contributors. She also highlighted the top destinations identified by business travel decision-makers in the region, noting that our existing service aligns well with demand. Lastly, Taylor ended her briefing with CRAA's largest air service targets and highlighted international targets.

The Committee had two resolutions for the Board to consider:

- Resolution 01-2025
- Resolution 02-2025

The resolutions were later presented to the Board.

The Committee's next meeting is scheduled for June 18, 2025.



Facilities, Services & Innovation Committee:

Chodak reported that the Committee met on February 19, 2025. At that meeting, Denny provided a Safety & Health Update and Sarkis provided a Capital Projects Update. Additionally, McCarthy provided an update on the new terminal project. The Committee had the following resolutions for the Board to consider:

- Resolution 03-2025
- Resolution 04-2025
- Resolution 05-2025
- Resolution 06-2025
- Resolution 07-2025
- Resolution 08-2025
- Resolution 09-2025
- Resolution 10-2025
- Resolution 11-2025

The resolutions were later presented to the Board.

The Committee's next meeting is scheduled for April 23, 2025.

Finance & Audit Committee:

Miller reported that the Committee met on February 19, 2025. At that meeting, Spino provided a review of the December 2024 and January 2025 financial statements. Spino also provided an update on the Inaugural Bond Financing.

The Committee's next meeting is scheduled for April 23, 2025.

Human Resources Committee:

Morrison reported that the Committee met on January 28, 2025. At that meeting, Fitzpatrick provided the Committee with an overview of the Authority's 2024 pay for performance plan results as well as the proposed 2025 performance targets. The Committee then approved the 2025 payouts under their two plans, the 2025 performance targets and both plan documents.

The Committee's next meeting is scheduled for March 25, 2025.

PRESIDENT & CEO REPORT

Nardone provided brief remarks regarding the January 2025 President & CEO Report.

EXECUTIVE SESSION

Chair Kessler moved that the Board go into Executive Session pursuant to Ohio Revised Code (ORC) Sections 4582.58 (B and C) regarding proprietary information, and 121.22(G)(5), to consider matters required to be kept confidential by federal or state law. Morrison seconded.

Roll call vote to move into Executive Session:

	Enter Executive Session			
Board Member:	Absent	Yea	Nay	Abstain
Frederic Bertley		Х		
Corrine M. Burger	X			
Paul Chodak III		Х		



Mo Dioun		Х		
Ramon Jones		Х		
Elizabeth P. Kessler		Х		
Kenny McDonald		Х		
Jordan A. Miller, Jr.		Х		
Karen J. Morrison		Х		
Total	1	8	0	0
Time		4:36	p.m.	

The motion carried and Kessler requested that the public and staff leave the Boardroom and move into the lobby. The Board then entered into Executive Session.

At conclusion of the Executive Session, Kessler made a motion to reconvene business. Morrison seconded.

Roll call vote to reconvene business:

	Exit Executive Session			
Board Member:	Absent	Yea	Nay	Abstain
Frederic Bertley		Х		
Corrine M. Burger	Х			
Paul Chodak III		Х		
Mo Dioun		Х		
Ramon Jones		Х		
Elizabeth P. Kessler		Х		
Kenny McDonald		Х		
Jordan A. Miller, Jr.		Х		
Karen J. Morrison		Х		
Total	1	8	0	0
Time	4:59 p.m.			1

The motion carried and the Board reconvened in public session.

CONSENT AGENDA

- 1. Approval of Minutes December 10, 2024
- 2. **Resolution 01-2025** A resolution authorizing funding for task orders in an amount of up to \$1,000,000.00 with Fahlgren Mortine, LLC for communications strategy and branding for the New Terminal Project.



- 3. **Resolution 02-2025** A resolution authorizing funding for task orders in the amount of \$253,000.00 with Unison Consulting, Inc for concessions consulting in support of the New Terminal Project.
- Resolution 03-2025 A resolution authorizing a contract in the amount of \$771,970.00 with Bus Service, Inc. for the purchase of five (5) new replacement propane/gas hybrid shuttle buses for use in the remote parking lots at John Glenn Columbus International Airport.
- Resolution 04-2025 A resolution authorizing a contract in the amount of \$1,049,425.00 with Rosenbauer Minnesota, LLC for the purchase of one (1) 1,500-gallon Aircraft Rescue & Fire Fighting Truck for use at John Glenn Columbus International Airport.
- Resolution 05-2025 A resolution authorizing a contract and funding for task orders in an amount of \$608,720.00 with Central Ohio Private Security LLC for gate guard services associated with the New Terminal Apron South Taxilane and Utility Corridor Program Phase 2 projects at John Glenn Columbus International Airport.
- Resolution 06-2025 A resolution authorizing an increase in the amount of \$6,259,015.00 to the professional services agreement with AvAirPros, Inc. for airline technical representative services for the New Midfield Terminal Project at John Glenn Columbus International Airport.
- Resolution 07-2025 A resolution authorizing an increase in the amount of \$7,146,712.00 to the professional services agreement with Jacobsen/Daniels associates, LLC. for owner support services and commissioning for the New Midfield Terminal Project at John Glenn Columbus International Airport.

Chair Kessler asked the Board if there was any item or resolution they would like to pull from the consent agenda and move to the regular agenda for discussion. Hearing none, McDonald made a motion to approve the consent agenda items. Miller seconded.

RESOLUTIONS – REGULAR AGENDA

Resolution 08-2025 – A resolution authorizing an amendment to the Construction Manager at Risk contract with Hensel Phelps Construction Co. in the amount of \$338,101,867.00 for Guaranteed Maximum Price Amendment #7 related to the New Terminal Project at John Glenn Columbus International Airport.

MOVED: J. Miller, Jr.	SECONDED: K. Morrison
YEA: 8 NAY:0	ABSTAIN:

Resolution 09-2025 – A resolution authorizing the execution by the President & CEO of a contingent real estate agreement for the disposition of approximately 5.907 acres of non-aeronautical land located at John Glenn Columbus International Airport to Bus Service, Inc. for a fair market value estimated to be \$1,361,563.00.

MOVED: R. Jones	SECONDED: F. Bertley
YEA: 8 NAY: 0	ABSTAIN:

Resolution 10-2025 – A resolution authorizing a task order in the amount of \$1,282,717.00 with RS&H Ohio, Inc. for professional engineering services associated with Rickenbacker International Airport South Airfield Taxiway, Phase 1.

MOVED: J. Miller, Jr.	SECONDED: R. Jones
YEA: 8 NAY: 0	ABSTAIN:

Resolution 11-2025 – A resolution authorizing a ground lease with Anduril Industries, Inc. to facilitate the development of aircraft hangar facilities, aircraft parking ramp, and related improvements to be located on approximately 75 acres of land on the south airfield at Rickenbacker International Airport.

MOVED: R. Jones	SECONDED: J. Miller, Jr.
YEA: 8 NAY: 0	ABSTAIN:



PUBLIC COMMENT

There were no speaking requests from the public for this meeting.

OTHER BUSINESS / MOTION TO ADJOURN

With no further business brought before the Board, Morrison made a motion to adjourn; Miller seconded. Chair Kessler adjourned the meeting at 5:04 p.m. on Tuesday, February 25, 2025.

Respectfully submitted,

Joseph R. Nardone

Joseph R. Nardone Secretary JRN | cm



RESOLUTION 12-2025

A RESOLUTION AUTHORIZING THE PRESIDENT & CEO TO ENTER INTO A THREE-YEAR NEGOTIATED COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE NO. 9, EFFECTIVE APRIL 1, 2025, THROUGH MARCH 31, 2028.

RESOLVED, to authorize the President & CEO to enter into a three-year, negotiated, collective bargaining agreement with the Fraternal Order of Police, Capital City Lodge No. 9, effective beginning April 1, 2025, through March 31, 2028.

Background: The Columbus Regional Airport Authority ("CRAA") recognizes the Fraternal Order of Police, Capital City Lodge No. 9 ("Union") as the sole and exclusive representative for all full-time police officers at CRAA. Pursuant to Notice to Negotiate and Mediation Case No. 2024-MED-12-1405, representatives of CRAA and the Union met to negotiate a collective bargaining agreement. The parties reached a tentative agreement on March 10, 2025, and agreed to the economic issues as follows:

- Wages:
 - Year 1 (April 1, 2025 March 31, 2026)
 - 5% wage increase effective with the pay period that includes April 1, 2025
 - Year 2 (April 1, 2026 March 31, 2027)
 - 5% wage increase effective with the pay period that includes April 1, 2026
 - Year 3 (April 1, 2027 March 31, 2028)
 - 5% wage increase effective with the pay period that includes April 1, 2027
- Shift differential: Will remain at \$1.25 per hour for second and third shifts.
- **Merit lump sum:** Will remain at \$1,250 for Employees earning an appraisal rating of "achieves expectations" or higher during the annual appraisal process.
- Health benefits contributions: It was agreed that employees participating in CRAA's health benefits (medical, dental and vision) will make contributions that will be no more than 16% of the premiums or premium equivalencies for the benefit plan year beginning May 1, 2025, and for each subsequent plan year for the duration of the collective bargaining agreement.

There are no additional significant changes that alter current practices and procedures or change or alter CRAA's ability to conduct business as necessary.

CRAA staff recommends Board approval of Resolution 12-2025.

ADOPTED BY THE BOARD OF DIRECTORS OF THE COLUMBUS REGIONAL AIRPORT AUTHORITY BY RESOLUTION NO. 12-2025 ON THE 25TH DAY OF MARCH 2025.

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Board Chair

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Attest Secretary to the Board



RESOLUTION 13-2025

A RESOLUTION AUTHORIZING THE PRESIDENT & CEO TO ENTER INTO A THREE-YEAR NEGOTIATED COLLECTIVE BARGAINING AGREEMENT WITH THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION, EFFECTIVE APRIL 1, 2025, THROUGH MARCH 31, 2028.

RESOLVED, to authorize the President & CEO to enter into a three-year, negotiated, collective bargaining agreement with the Ohio Patrolmen's Benevolent Association, effective beginning April 1, 2025, through March 31, 2028.

Background: The Columbus Regional Airport Authority ("CRAA") recognizes the Ohio Patrolmen's Benevolent Association ("Union") as the sole and exclusive representative for all full-time sergeants at CRAA. Pursuant to Notice to Negotiate and Mediation Case No. 2024-MED-12-1406, representatives of CRAA and the Union met to negotiate a collective bargaining agreement. The parties reached a tentative agreement on March 17, 2025, and agreed to the economic issues as follows:

- Wages:
 - Year 1 (April 1, 2025 March 31, 2026)
 - 5% wage increase effective with the pay period that includes April 1, 2025
 - Year 2 (April 1, 2026 March 31, 2027)
 - 5% wage increase effective with the pay period that includes April 1, 2026
 - Year 3 (April 1, 2027 March 31, 2028)
 - 5% wage increase effective with the pay period that includes April 1, 2027
- Shift differential: Was set at \$1.35 per hour for second and third shifts.
- **Merit lump sum:** Employees will receive a merit lump sum award of \$1,500 for earning an appraisal rating of "achieves expectations" or higher during the annual appraisal process.
- Health benefits contributions: It was agreed that employees participating in CRAA's health benefits (medical, dental and vision) will make contributions that will be no more than 16% of the premiums or premium equivalencies for the benefit plan year beginning May 1, 2025, and for each subsequent plan year for the duration of the collective bargaining agreement.

There are no additional significant changes that alter current practices and procedures or change or alter CRAA's ability to conduct business as necessary.

CRAA staff recommends Board approval of Resolution 13-2025.

ADOPTED BY THE BOARD OF DIRECTORS OF THE COLUMBUS REGIONAL AIRPORT AUTHORITY BY RESOLUTION NO. 13-2025 ON THE 25TH DAY OF MARCH 2025.

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Board Chair

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Attest Secretary to the Board



RESOLUTION 14-2025

A RESOLUTION AUTHORIZING THE PRESIDENT & CEO TO ENTER INTO A THREE-YEAR NEGOTIATED COLLECTIVE BARGAINING AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO, OHIO COUNCIL 8, LOCAL 3770, EFFECTIVE APRIL 1, 2025, THROUGH MARCH 31, 2028.

RESOLVED, to authorize the President & CEO to enter into a three-year, negotiated, collective bargaining agreement with the American Federation of State, County and Municipal Employees AFL-CIO, Ohio Council 8, Local 3770, effective beginning April 1, 2025, through March 31, 2028.

Background: The Columbus Regional Airport Authority ("CRAA") recognizes the American Federation of State, County and Municipal Employees AFL-CIO, Ohio Council 8, Local 3770 ("Union") as the sole and exclusive representative for all full-time, non-police, bargaining unit employees at CRAA. Pursuant to Notice to Negotiate and Mediation Case No. 2024-MED-10-1288, representatives of CRAA and the Union met to negotiate a collective bargaining agreement. The parties reached a tentative agreement on March 18, 2025, and agreed to the economic issues as follows:

• Wages:

Year 1 (April 1, 2025 - March 31, 2026)

- \$.75 increase to hourly rate, then
- 5% wage increase effective with the pay period that includes April 1, 2025
- Year 2 (April 1, 2026 March 31, 2027)
 - \$.50 increase to hourly rate, then
 - 5% wage increase effective with the pay period that includes April 1, 2026
- Year 3 (April 1, 2027 March 31, 2028)
 - \$.50 increase to hourly rate, then
 - 5% wage increase effective with the pay period that includes April 1, 2027
- Shift differential: Was set at \$1.15 per hour for second shift and \$1.35 per hour for third shift.
- Merit lump sum: Employees will no longer receive an annual merit lump sum.
- Health benefits contributions: It was agreed that employees participating in CRAA's health benefits (medical, dental and vision) will make contributions that will be no more than 16% of the premiums or premium equivalencies for the benefit plan year beginning May 1, 2025, and for each subsequent plan year for the duration of the collective bargaining agreement.

There are no additional significant changes that alter current practices and procedures or change or alter CRAA's ability to conduct business as necessary.

CRAA staff recommends Board approval of Resolution 14-2025.

ADOPTED BY THE BOARD OF DIRECTORS OF THE COLUMBUS REGIONAL AIRPORT AUTHORITY BY RESOLUTION NO. 14-2025 ON THE 25TH DAY OF MARCH 2025.

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Board Chair		

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Attest Secretary to the Board