Raleigh-Durham Airport Authority

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President & CEO

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RALEIGH-DURHAM AIRPORT AUTHORITY
COMMITTEE WORK SESSION MINUTES
FEBRUARY 12, 2026

Chair Hall-Roberts presided. Present: Asante-Smith, Hankins, Ghosh, Kushner, Polanco-Galdamez, Szlosberg-Landis and Winters. Staff present included: President and CEO Landguth, and General Counsel Locklear, and other staff members and guests[1].

I. Operations Committee – Asante-Smith presided over the following item:

1. Board Update – GHG Baseline, Energy Management Plan Task Order #2, and Duke Energy Presentation

   John Connell, Senior VP & Chief Operating Officer – The Board requested that staff complete two key deliverables prior to the end of the fiscal year (March 31, 2026).

   1. Greenhouse Gas (GHG) Baseline
   2. Energy Management Plan (EMP) Task Order #2 which focused on renewable/alternative Energy, energy generation/supply/resiliency/reliability, and also cost/benefit analysis.

   Staff will provide a presentation summarizing these two efforts and recommended next steps. Additionally, Duke Energy will provide a presentation on the various Duke Energy renewable programs (net metering, PPA, Renewable Energy Credit (REC), etc.) and other offerings that were evaluated as part of the Energy Management Plan Task Order #2.

   Board Action Requested

   No board action was requested.

Motion by Asante-Smith to adjourn; Second by Winters.

ADOPTED BY UNANIMOUS VOTE

II. Construction Committee – Ghosh presided over the following items:

1. Consideration of FY26/27 Staff Augmentation Amendments-Year 4

   Kenny Perry, A.A.E., Vice President of Project Management and Strategy – This item provides a staff recommendation on contract amendments for four consultant firms currently providing Staff Augmentation services to the Authority. Staff Augmentation is a phrase used to describe experienced and capable third-party consultants working alongside Authority staff to fill key roles on projects and programs. Staff Augmentation consultants currently play an important

[1] The work session was live streamed on YouTube.

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role on the Authority's projects and programs, and they are an integral part of the Authority's strategy to implement projects and programs in the years ahead. During the February 2022 monthly Board meeting, the Authority's Board approved separate five-year Master Services Agreements (MSAs) with the following firms to provide Staff Augmentation services to the Authority: STV, AECOM, Jacobs, and WSP. A multi-year agreement with Parsons had been previously approved by the Board. In addition to the approval of MSAs, the Board authorized funding under each agreement for FY22/23 only (e.g., year one term), and this was repeated in February 2023 for FY23/24 funding (e.g., year two term), in February 2024 for FY24/25 funding (e.g., year three term) and in February 2025 for FY25/26 funding (e.g., year four term). Accordingly, funding for year five was to be brought back to the Board for consideration, which is the purpose of this staff recommendation. Following a period of negotiation, cost analysis, and projections for additional staff next fiscal year, staff determined the appropriate recommended maximum payment for each firm based on projected Staff Augmentation expenditures by firm during FY26/27. The specific maximum payment recommendations for FY26/27 are as follows:

- Parsons: $17,000,000
- STV: $3,500,000
- AECOM: $2,000,000
- WSP: $1,500,000
- Jacobs: $500,000

The FY26/27 maximum payment amount will be codified in a contract amendment for each firm that will be applicable for the period of April 1, 2026 – March 31, 2027 (e.g., year five term). The Small Business participation goal on the Staff Augmentation program is 21%, a figure which has been consistently met or exceeded since the beginning of the program. Across the entire Staff Augmentation program, there are a wide variety of small business subcontracting firms which provide the Authority with an opportunity to source needed professionals from a rich pool of talent to utilize on its critical projects.

Board Action Requested

Staff requests approval to amend the Master Services Agreements with Parsons, STV, AECOM, WSP and Jacobs to provide a maximum payment for the period April 1, 2026 – March 31, 2027, as defined above.

2. New Runway 5L/23R Status Update and Early Completion Incentives Discussion

William C. Sandifer, A.A.E., Executive Vice President & CDO – Our new Runway 5L/23R and Lumley Road relocation program is currently under construction. Staff would like to give the Board an update on the status of construction and engage in a conversation about providing incentives to contractors for early completion of upcoming bid packages.

Board Action Requested

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No board action was requested.

II. Finance Committee - Winters presided over the following item:

1. FY26/27 RDU Business Plan

Kenny Perry, A.A.E., Vice President of Project Management and Strategy – The purpose of this item is to inform the Board about RDU's new FY26/27 Business Plan. The Business Plan serves as a concise roadmap translating RDU's strategic direction into near-term operating, capital and organizational priorities, aligning resources and initiatives with the Authority's mission, vision and Strategic Plan. It describes who we are as an organization and how staff will deploy resources to advance key strategic objectives during FY26/27, while maintaining a focus on safety, guest experience and operational excellence. The Business Plan is intended to give the Board a clear line of sight between previously approved strategic goals and the concrete actions and investments that the Authority will pursue. It supports informed oversight and reinforces a shared understanding of RDU's priorities in a changing aviation and economic environment.

Board Action Requested

No board action was requested.