

GOAA BOARD MEETING

October 15, 2025



Greater **Orlando** Aviation Authority



CONSIDERATION OF MEETING MINUTES



SERVICE RECOGNITIONS





Fernando Cano

Assistant Manager, Ground Transport
Services
Landside Division

20 YEARS

ALEXANDRA GOMEZ 20 YEARS OF SERVICE



ERIC FILBERT 20 YEARS OF SERVICE



MOHAMMED LOTFI 20 YEARS OF SERVICE



SPECIAL RECOGNITION

JONATHAN CUTE

CHAIR'S REPORT



CEO REPORT



PEDESTRIAN BRIDGE OPENS



MCO MEANS BUSINESS



CONSENT AGENDA



NEW BUSINESS



NEW BUSINESS ITEM A

**Recommendation to Authorize the
Chief Executive Officer to Submit
Documentation Demonstrating
Compliance with Section
332.0075, Florida Statutes**

BACKGROUND

Pursuant to section 332.0075 Florida Statutes (F.S.), the governing bodies of large hub commercial service airports are required to:

- Post specified information on its website;
- Use competitive solicitation processes consistent with the requirements of section 287.05, F.S., for purchases of commodities or contractual services which exceed the threshold amount of \$325,000.
- Approve, award, or ratify all contracts in excess of \$1,500,000 as a separate line item on the agenda and provide a reasonable opportunity for public comment;
- Ensure each governing member completes 4 hours of ethics training each calendar year, which must address specified topics; and,
- Submit specific documentation, including a statement confirming compliance with chapter 112, chapter 287, and section 332.0075, F.S., by November 1st of each year.

ISSUES

The Florida Department of Transportation (FDOT) has developed a web portal, utilizing the Florida Aviation Database, to submit a checklist for Airport Transparency and Accountability Reporting Compliance, which must be completed by November 1st. The web portal requires an authorized individual to attest the Aviation Authority Board's compliance with part III of chapter 112, chapter 287 and section 332.0075, F.S. The Chief Executive Officer has been identified as the authorized individual to provide this attestation on behalf of the Aviation Authority Board.



ISSUES (Cont'd)

Staff has worked collaboratively to ensure the Aviation Authority is complying with the provisions as follows:

- The Aviation Authority monitors Ethics Training for the Board Members and confirms filing of annual financial disclosures.
- The Aviation Authority maintains a compliance matrix documenting the statute requirements and the corresponding internal procedures to meet the requirements.
- The Aviation Authority is periodically audited, the latest of which confirmed compliance with Chapter 287, F.S.
- The Aviation Authority's public website includes a specific section linking to the required postings.
- Aviation Authority staff has prepared documentation and is ready for submission to FDOT.

FISCAL IMPACT

The Aviation Authority would not receive anticipated revenue from FDOT until compliance is demonstrated. Per statute, FDOT may not expend any funds allocated to the Aviation Authority unless pledged for debt service until deemed compliant.



RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to:

- Authorize the Chief Executive Officer to submit the information requested by FDOT on behalf of the Board; and,
- Execute a statement that it has complied with part III of chapter 112, chapter 287, and section 332.0075, F.S.



NEW BUSINESS ITEM B

Recommendation to Amend the Transportation Network Company Operating Agreements to Temporarily Suspend the Congestion Fee

BACKGROUND

The Aviation Authority entered into, and subsequently amended, Transportation Network Company Operating Agreements (“TNC Operating Agreements”) with Rasier-DC, LLC, Lyft, Inc., and Wingz, Inc., which are all Transportation Network Companies (“TNCs”). The TNC Operating Agreements provide that the TNCs are subject to the Ground Transportation Rules and Regulations. The TNC Operating Agreements currently stipulate that the TNCs conduct loading of the TNCs’ riders on the Arrivals Curbs of Terminals A and B. The TNC Operating Agreements require the TNCs to pay the Aviation Authority \$5.80 per departing trip from the Airport.



BACKGROUND (Cont'd)

In October 2024, the Aviation Authority Board approved the implementation of a Congestion Fee of \$1.20 per departing trip applicable to ground transportation operators conducting business on the Arrivals Curbs of Terminals A and B. Only TNCs and Taxicabs may access the Arrivals Curb of Terminals A and B, but Taxicabs may also access the Commercial Lanes of Terminals A and B, where no Congestion Fee is imposed. Taxicabs also pay the Aviation Authority \$5.80 per departing trip.

In September 2025, staff evaluated the available options for pickup for ground transportation providers and determined that the Arrivals Curbs and Commercial Lanes of Terminals A and B were not available to all providers as pickup options. Thus, to maintain parity amongst the ground transportation providers, staff is recommending temporarily suspending the congestion fee.

ISSUES

The Aviation Authority is requesting an amendment to the TNC Operating Agreements to temporarily suspend Congestion Fees through September 30, 2026, while evaluating potential fee adjustments and the relocation of TNC and Taxicab operating areas.



FISCAL IMPACT

The suspension of the Congestion Fees will reduce the Aviation Authority's revenue.

Based on projected traffic, it is estimated to be approximately \$3,439,278.



RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to:

- Accept the recommendation and authorize the Chief Executive Officer or an Aviation Authority Officer to execute amendments to the TNC Operating Agreements with the TNCs following satisfactory review by legal counsel.



NEW BUSINESS ITEM C

Recommendation to Approve Amendment 1 to the STC Passenger Lounge Agreement with Trip Hospitality Orlando, LLC

BACKGROUND

Trip Hospitality Orlando, LLC (Trip Hospitality) operates a common-use passenger lounge at Orlando International Airport (MCO), occupying 9,301 square feet on Level 4 of Terminal C under its current agreement. The agreement is set to expire on September 30, 2032.



ISSUES

To elevate the customer experience and support increased demand from airline premium cabin passengers in the South Terminal Complex, Staff recommends amending the Trip Hospitality Agreement to include an additional 8,761 square feet of lounge space on Level 6 of Terminal C.

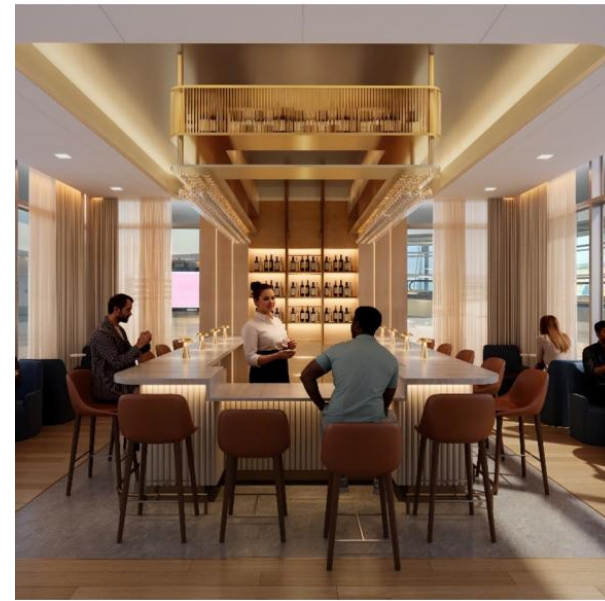
Staff further recommends a two-year extension to the Agreement to allow Trip Hospitality sufficient time to amortize the capital investment associated with the additional space.



FISCAL IMPACT

The Aviation Authority will receive the greater of a Minimum Annual Concession Fee (MACF), currently estimated to be \$1,794,560 inclusive of the additional space, or 24% of gross receipts.





RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to accept the recommendation to:

- Approve Amendment 1 to the STC Passenger Lounge Agreement with Trip Hospitality Orlando, LLC at Orlando International Airport (MCO); and ,
- Authorize the Chief Executive Officer or an Aviation Authority Officer to execute the necessary documents following satisfactory review by legal counsel.



NEW BUSINESS ITEM D

Recommendation of the Procurement Committee to Approve the Second Renewal Option of Purchasing Contract 05-22, Laneside Terminal Landscape Maintenance & Irrigation with Helping Hand Lawn Care, LLC (Helping Hand)

BACKGROUND

This Contract requires Helping Hand to provide everything necessary to perform exterior landscape maintenance and irrigation services for Terminals A and B at Orlando International Airport (MCO)

- Contract Award – September 15, 2021
- Initial Term – Three Years
- Effective Date – December 1, 2021
- Initial Cost - \$4,187,150
- Renewal Options – Two Additional One-Year Periods

On October 16, 2024, the Aviation Authority Board approved the First Renewal option in the not-to-exceed amount of \$1,739,173.



ISSUES

The current term expires on November 30, 2025. Helping Hand has performed satisfactorily and agrees to exercise the second renewal option, extending the term through November 30, 2026.

Second Renewal Option Details:

- One-Year Value: \$1,785,734
- CPI: 2.7%
- Pricing: Unit Prices
- Payment: Actual amount paid is based on work requested, performed, and approved by the Aviation Authority.
- Approval: September 23, 2025, Procurement Committee

FISCAL IMPACT

Total Fiscal Impact: \$1,785,734

Funding Source: Operations and Maintenance Fund

RECOMMENDED ACTION

It is respectfully requested that the Aviation Authority Board resolve to accept the recommendation of the Procurement Committee to:

- Approve the second renewal option of Purchasing Contract 05-22, Landside Terminal Landscape Maintenance and Irrigation Services with Helping Hand Lawn Care, LLC;
- Authorize funding in the not-to-exceed amount of \$1,785,734 from the Operations and Maintenance Fund; and,
- Authorize the Chief Executive Officer or an Aviation Authority Officer to execute the necessary documents following satisfactory review by legal counsel.

NEW BUSINESS ITEM E

**Recommendation of the
Procurement Committee to Award
Solicitation 26-100-IFB, Janitorial
Supplies for FY26 and FY27 to
Multiple Suppliers**

BACKGROUND

On August 14, 2025, the Aviation Authority issued Solicitation 26-100-IFB for janitorial supplies for FY26 and FY27, notifying 15,483 OpenGov users. The solicitation listed 22 items with estimated quantities over 24 months. Orders and deliveries will begin around October 16, 2025. The award includes five primary and five secondary Blanket Purchase Agreements (BPAs) for as-needed supply, with unit prices covering delivery to the East Warehouse.



ISSUES

On September 5, 2025, the Aviation Authority received nineteen responses to solicitation 26-100-IFB, Janitorial Supplies. To reduce the likelihood of stock shortages, it is beneficial to award contracts to five Primary and five Secondary Suppliers based on their responsiveness, responsibility, and competitive pricing.

On September 23, 2025, the Procurement Committee recommended the award of Solicitation 26-100-IFB for janitorial supplies (FY26–FY27) to Multiple Suppliers for an amount not-to-exceed \$10,225,438 and to deem International Synergy for Technical Services non-responsive.



ISSUES (cont'd)

Primary Suppliers		Secondary Suppliers	
All Florida Paper	\$4,917,750	All Florida Paper	\$2,147,954
Imperial Dade	\$413,990	Fastenal Company	\$384,520
Unipak	\$645,040	Imperial Dade	\$1,303,811
Veritiv Operating Company	\$1,642,000	United Sales USA	\$185,900
WB Mason	\$927,666	WB Mason	\$4,869,500
Total Primary:	\$8,546,445	Total Secondary:	\$8,891,685
		15% Contingency	\$1,333,753
		GRAND TOTAL	\$10,225,438
*International Synergy for Technical Services		* = Non-Responsive	

FISCAL IMPACT

Total Fiscal Impact: \$10,225,438

Funding Source: Operations and Maintenance Fund

RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to accept the recommendation of the Procurement Committee to:

- Award Solicitation 26-100-IFB, Janitorial Supplies for FY26 and FY27 to the 5 Primary and 5 Secondary Suppliers for a not-to-exceed amount of \$10,225,438, which is based on the total Secondary Suppliers cost and a 15% contingency;
- Deem International Synergy for Technical Services as non-responsive;
- Authorize funding from the Operations and Maintenance Fund;
- Authorize Procurement Services to issue the necessary Blanket Purchase Agreements;
- Allow for the allocation of funds among the Suppliers as required to meet inventory requirements; and,
- Authorize the Procurement Services Department to extend the term of the resulting BPA's if funds remain available at the end of the original BPA period.



NEW BUSINESS ITEM F

Recommendation of the Procurement Committee to Award Sole Source Procurement (SS-00267) for Contract 25-835-SS, Building Automation System Preventative Maintenance and Repair Services with Stark Tech Operating Company, LLC (Stark)

BACKGROUND

This contract requires Stark to provide all services needed to maintain and repair the Authority's Building Automation System (BAS) according to manufacturer guidelines. They will also supply necessary software updates to keep the Schneider Electric BAS current and ensure the system remains state-of-the-art.

Schneider Electric has confirmed Stark as the only authorized provider of BAS products and services in the region. As a certified expert, Stark is the only company qualified to maintain and repair the BAS at Orlando International Airport.

The initial term of the contract will be for five years, effective on or about January 1, 2026, with one five-year renewal option.



ISSUES

This sole source award follows Aviation Authority Policy 450.03, which allows selecting a single vendor when it's the best option. The Notice of Intent to Award (SS-00267), including the scope of work, was posted on the Authority's website for 15 business days starting July 2, 2025. No objections were received.

Contract Details:

- Term: Five Years
- Amount (Not-to-Exceed): \$11,180,212
- Payment: Actual amount paid is based on work requested, performed, and approved by the Aviation Authority.
- Approval: August 26, 2025, Procurement Committee

FISCAL IMPACT

Total Fiscal Impact: \$11,180,212

Funding Source: Operations and Maintenance Fund



RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to accept the recommendation of the Procurement Committee to:

- Award of Sole Source Procurement (SS-00267) for Contract 25-835-SS, BAS Preventative Maintenance and Repair Services with Stark Tech Operating Company, LLC;
- Authorize funding from the Operations and Maintenance Fund in the not-to-exceed amount of \$11,180,212; and,
- Authorize the Chief Executive Officer or an Aviation Authority Officer to execute the necessary documents following satisfactory review by legal counsel.

NEW BUSINESS ITEM G

Recommendation of the Construction Committee to Approve an Addendum to the Continuing Program and Project Management Services Agreement with Geotech Consultants International Inc., dba GCI Inc., for Construction Phase Owner Authorized Representative Services for W-S00111 South Terminal C, Phase 1 – Program and Project Management Services at the Orlando International Airport (MCO)

BACKGROUND

On May 18, 2022, the Aviation Authority Board approved a Continuing Program and Project Management Services Agreement with Geotech Consultants International, Inc., dba GCI Inc., through a competitive award process.

The agreement is structured as a base agreement with negotiated hourly rates. These services are procured on an as-needed or annual basis.

These services include all services necessary for the management of the design and construction of both individual projects and programs.



ISSUES

The consultant's proposal, dated September 12, 2025, is to provide Program and Project Management Services for Construction Phase of BP-S00198 Terminal C Multi-Modal Connector Pedestrian Bridge & Rental Car Lobby (Design/Build) for the completion of the Rental Lobby portion of the project. Temporary Certificate of Occupancy (TCO) for the Pedestrian Bridge was obtained on September 30, 2025.

Services include program and project management, construction management and oversight, testing, inspections, executive reporting, scheduling, ensure compliance with contract requirements, change management, etc. These services were previously assigned to another consulting firm. Before any costs can be incurred under the allowance for each subconsultant, the subconsultant must submit a proposal outlining the scope and associated costs to the Construction Committee for prior approval. These services are needed due to construction delays.

FISCAL IMPACT

Total Fiscal Impact: \$2,585,208

Funding Source: General Airport Revenue Bonds

There is no additional financial impact resulting from reassigning these services to GCI. It is expected that the General Contractor will incur liquidated damages due to the late completion of the project, and it is anticipated that the Authority will recover this cost from the General Contractor.



RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to accept the recommendation of the Construction Committee to:

- Approve an Addendum to the Continuing Program and Project Management Services Agreement with Geotech Consultants International Inc., dba GCI Inc., for Construction Phase Owner Authorized Representative Services for W-S00111 South Terminal C, Phase 1 – Program and Project Management Services at MCO, for the total amount of \$2,585,208, including the not-to-exceed fee amount of \$1,935,208, the not-to-exceed expense amount of \$50,000, and a not-to-exceed allowance of \$600,000, with funding from General Airport Revenue Bonds; and,
- Authorize the Chief Executive Officer or an Aviation Authority Officer to execute the necessary documents following satisfactory review by legal counsel.

NEW BUSINESS ITEM H

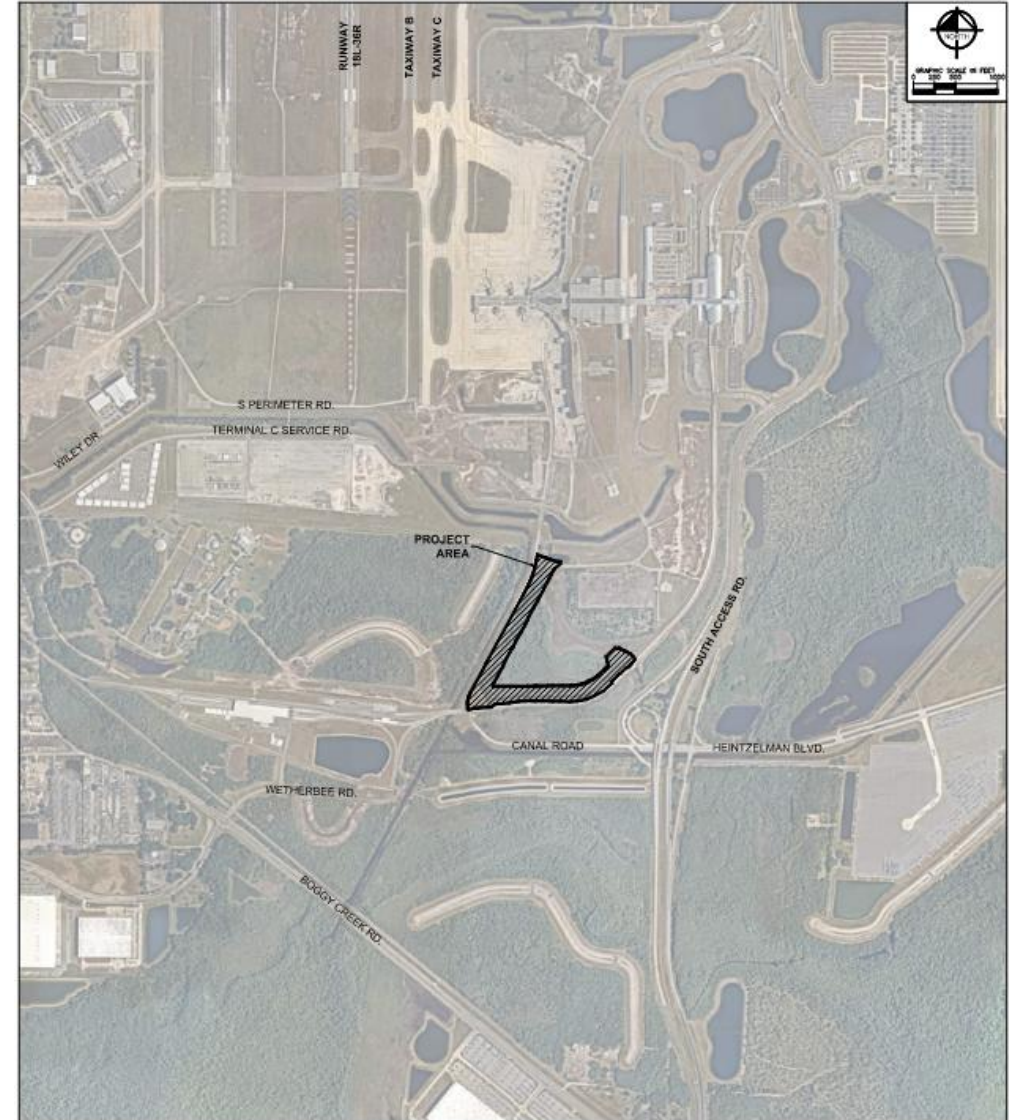
Recommendation of the Construction Committee to Approve a Job Order Construction Services Addendum to the Continuing Horizontal Construction Services Agreement with The Middlesex Corporation; and approve an Addendum to the Continuing Program and Project Management Services for Airfield, Roadway, and Horizontal Construction Projects Agreement with The Corradino Group, Inc. for Construction Phase Owner Authorized Representative Services for H-00390 Terminal C Enhancements Program – J Hook Pond at the Orlando International Airport (MCO)

BACKGROUND

Project H-00390 is required for future Terminal C Phase 2 expansion to meet the South Florida Water Management Districts (SFWMD) permit requirements. The work scope includes excavating the current pond to increase the stormwater capacity for stormwater treatment and water quality in the area south of Terminal C and north of Brightline. This area is planned as the main drainage path to convey stormwater runoff from Phase 1 and Phase 2 of the Terminal C Development program.

Project Schedule

DESCRIPTION	Duration
Anticipated Construction NTP	12/1/2025
Anticipated Substantial Completion	07/29/2026
Anticipated Final Completion	10/27/2026



ISSUES

On September 11, 2025, construction bids were received from the previously selected Continuing Horizontal Contractors, as follows:

Contractor	Total Bid Price
The Middlesex Corporation	\$3,340,640.00
Valencia Construction Group, Inc.	\$3,955,000.00
Carr & Collier, Inc.	\$4,177,700.00
Prime Construction Group, Inc.	\$5,294,400.00
Kiewit Infrastructure South Co.	\$6,590,660.00
HORMAC Construction Group, Inc	Did not Bid
Latest Reconciled Estimate	\$5,319,545.00

The Corradino Group, Inc. will provide Program and Project Management Services for the Construction Phase of this project.

FISCAL IMPACT

Funding is from General Airport Revenue Bonds.

Item	Description	Firm	Amount
NB-H	Construction Award	Middlesex	\$3,340,640.00
NB-H	Program and Project Management Services	Corradino	\$349,704.48
10/7/25 CCM Item 4-B	Construction Administration Services	Kimley Horn	\$123,270.00
Total Cost Approval October 2025 Board			\$3,813,614.48

Overall Project Cost Summary				
Design	Construction	Program and Project Management	Construction Administration	Total
\$189,005.00	\$3,340,640.00	**\$361,344.48	\$123,270.00*	*\$4,014,259.48

* Construction Administration services with Kimley-Horn and Associates, Inc. were approved at the October 7, 2025, Construction Committee Meeting.

**\$11,640 was previously approved for design review/bid/award phase services.

RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to accept the recommendation of the Construction Committee to:

- Approve Job Order Construction Services Addendum to the Continuing Horizontal Construction Services Agreement with The Middlesex Corporation for H-00390, Terminal C Enhancements J Hook Pond at the Orlando International Airport, for the total lump sum amount of \$3,340,640.00,
- Addendum to the Continuing Program and Project Management Services for Airfield, Roadway, and Horizontal Construction Projects Agreement with The Corradino Group, Inc. for Construction Phase Owner Authorized Representative Services for H-00390 Terminal C Enhancements Program – J Hook Pond at MCO, for the total amount of \$349,704.48 including the not-to-exceed fee amount of \$315,230.00 and the not-to-exceed expense amount of \$34,474.48 with funding from General Airport Revenue Bonds; and,
- Authorize the Chief Executive Officer or an Aviation Authority Officer to execute the necessary documents following satisfactory review by legal counsel.

NEW BUSINESS ITEM I

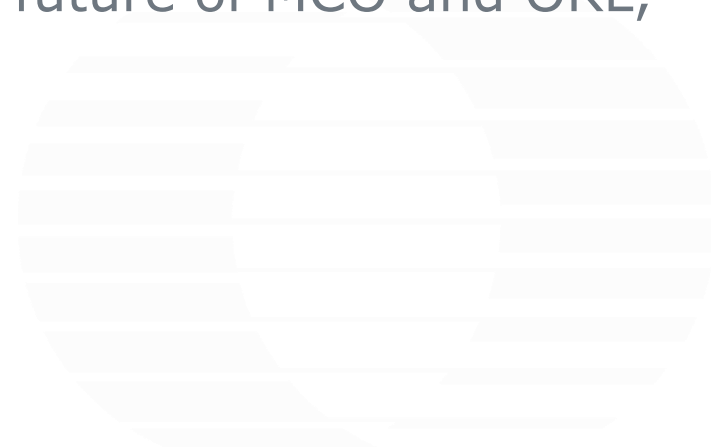
**Recommendation to Approve the
Initiatives Identified during the
Aviation Authority Board Workshop
on the Vision and Strategy for
Orlando International Airport (MCO)
and Orlando Executive Airport (ORL)**

BACKGROUND

On October 8, 2025, the Aviation Authority Board convened a strategic workshop to review staff-proposed five-year and ten-year Vision and objectives for MCO and ORL. The session provided an opportunity for in-depth discussions on the future direction of both airports.

Following a comprehensive presentation and collaborative dialogue, the Aviation Authority Board recommended approval of strategic framework organized around four foundational pillars: Customer Experience, Community, Infrastructure, and People.

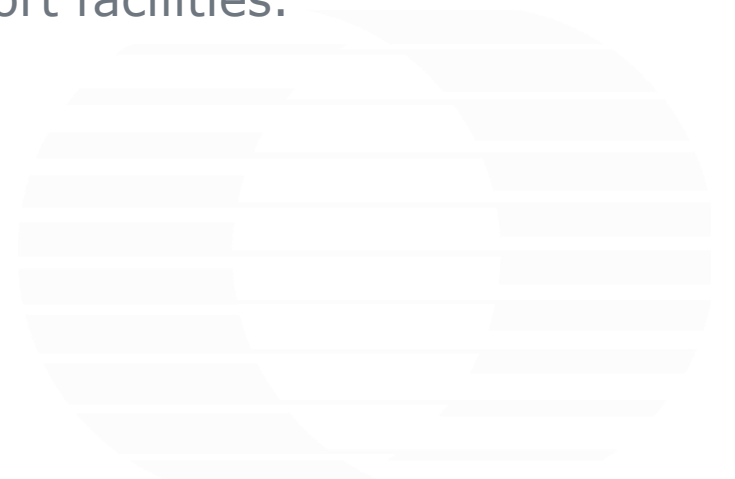
This approval marks a significant milestone in shaping the future of MCO and ORL, ensuring alignment with GOAA staff and the Board vision.



ISSUES

Customer Experience

- Support all activities and projects necessary to attain a five-star Skytrax rating.
- *By 2035, activate 60% of current vacant real estate assets while maximizing revenue.*
- Scale ARFF staffing and infrastructure to meet forecasted emergency service needs of 9,500 calls for service within industry-standard response times by 2035.
- Finalize the implementation of a perimeter intrusion detection system by 2030.
- By 2030, attain IATA optimum level of service for all airport facilities.



ISSUES (Cont'd)

Community

- By 2030, increase non-aeronautical revenue by 30% compared to the revenue figures recorded for 2025.
- Develop at least one new cargo processing facility and complete an FAA-approved on-airport AAM vertiport by 2030, designed to accommodate multiple commercial operators and support the future of air mobility.
- Develop The Park at MCO or a seasonal outdoor entertainment venue by 2036 that attracts over 100,000 annual visitors.
- *Continue to preserve Sun Rail right-of-way at MCO and be a participating regional partner to bring Sun Rail to MCO.*



ISSUES (Cont'd)

Infrastructure

- By 2030, increase available public parking at North and South terminals by 8,000 spaces.
- By 2028, install a common-use self-service bag drop at all ticketing counters in Terminal 2. By 2030, complete the construction of a new Baggage Handling System for North Terminal 1.
- By 2030, complete Airside 2 gate expansions. By 2035, complete Terminal 2 Phase 2 Construction.
- By 2030, incorporate additional passenger conveyance in Terminal 2 Airside from Palm Court to Gate C230.
- By 2030, attain key target financial metrics of 1.4x all-in Debt service coverage and Cost per Enplaned Passenger (CPE) as a percentage of fare revenue of less than 10%.

ISSUES (Cont'd)

People

- By 2030, launch a fully operational Business Incubator at MCO to drive innovation and strategic growth, including increasing the number of small businesses working with MCO by 40%.
- By 2028, achieve a 20% increase over 2025 baseline employee engagement scores and attain an employee engagement score of 90% within 5 years.
- Implement at least four innovative or performance improvement initiatives annually starting in 2026.



FISCAL IMPACT

The fiscal impact is unknown at this time, however, as the programs advance and cost estimates are finalized, projects will be prioritized and integrated into the annual operations and maintenance and capital budgets, while maintaining the key target financial metrics of not less than 1.4x all-in debt service coverage and cost per enplaned passenger (CPE) as a percentage of fare revenue no greater than 10%.



RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to:

- Approve the recommendation from the Aviation Authority Board Workshop conducted on October 8, 2025; and,
- Authorize the Chief Executive Officer, or designated Aviation Authority staff, to advance and implement the recommendation.



NEW BUSINESS ITEM J

Recommendation to Approve Benefit Plan Renewals for Active and Retired Employees

BACKGROUND

CIGNA provides the following coverages:

- Five fully-insured plans: Choice In-Network Plan, Choice Plus Point-of-Service (POS) Plan, High Deductible Health Plan with Health Savings Account (HSA), and for post-65 retirees, a Prescription Drug Plan (PDP), and Medicare Supplemental Plans
- Two fully-insured dental plans: Dental Health Maintenance Organization (DHMO) and Preferred Provider Organization (PPO)
- Base and Buy-Up Vision plans on a fully-insured basis
- Administrative services for the FSA and the HAS

Mutual of Omaha provides the following coverages:

- Life, Accidental Death & Dismemberment (AD&D), and Long-Term Disability plans on a fully insured basis
- Employee Paid Optional Life Insurance plan
- Advice-to-Pay for the self-insured Short-Term Disability plan

BACKGROUND

COST SHARING

EMPLOYEES:

- Non-Wellness Participant
- Employee Only 10 – 15% (based on Plan Type)
- Employee and Dependent 20 – 25% (based on Plan Type)

Wellness Participant:

- Employee Only 0 – 13.36% (based on Plan Type)
- Employee and Dependent 13 – 22.26% (based on Plan Type)

RETIREES:

- Hired on or before 9/30/2006, cost share is based on tenure
- Hired after 9/30/2006, Retirees pay 100% of premiums
- All Retirees pay 100% of premium for dependents



ISSUES

The Aviation Authority's current fully insured program with CIGNA is eligible for a dividend based on experience. We have placed heavy emphasis on promoting wellness and discount programs that support a healthy lifestyle.

The positive experience in 2022 and 2023 resulted in a surplus, of which the Authority received \$2,171,824 into a Premium Stabilization Reserve. The Aviation Authority was granted a \$500,000 credit against the 2025 premium in January 2025.

The funding methodology was reviewed. Based on claims through May 2025, it was determined that a self-funded program would cost approximately \$1,111,456 more than the final fully insured offer and come with an additional worst-case liability of \$6,708,557 that could be addressed through stop-loss coverage.



ISSUES

CIGNA will be opening a clinic staffed by a nurse with a remote physician on Aviation Authority property. There will be no cost to the Aviation Authority for 2026. Pricing will be negotiated beyond 2026 based on the funding mechanism the Aviation Authority chooses.

The current annualized premium for Active Employees and Pre-65 Retirees is \$22,441,077. CIGNA's proposed renewal for the fully insured medical and pharmacy plans for 2026 is 14.09%.

Staff recommends we remain fully insured for Plan Year 2026, continue the wellness program that offers a financial incentive for participating employees, and re-evaluate self-funding for Plan Year 2027.

FISCAL IMPACT

2026 Calendar Year Cost

Benefit	Total	GOAA Contribution	Employee & Retiree Contribution
Medical, Dental, Vision	\$28,562,315	\$24,188,870	\$4,373,445
Life Insurance, Disability, Disability Advisement, FSA Administration	\$623,747	\$623,747	\$ -
Health Saving Account Contribution	\$192,000	\$192,000	\$ -
Opt-Out payments	\$136,167	\$136,167	\$ -
Total Cost	\$29,514,229	\$25,140,784	\$4,373,445

RECOMMENDED ACTION

It is respectfully requested the Aviation Authority Board resolve to:

- Approve the proposed renewals with CIGNA for medical, dental, vision, and FSA and the Mutual of Omaha for life, long-term disability, short-term disability, advice-to-pay services, and voluntary life;
- Approve the continuation of the medical and/or dental opt-out program;
- Approve CIGNA's post-65 Medicare Supplemental and Part D Prescription Drug Plan;
- Approve the continued employer contribution percentages for Wellness Program Participants;
- Approve the standard employer/employee contribution percentages for Non-Wellness Program Participants;
- Authorize funding from previously approved Operations and Maintenance Fund; and,
- Authorize an Aviation Authority Officer or the Chief Executive Officer to execute the necessary documents following review by legal counsel.

NEXT GOAA BOARD MEETING NOVEMBER 19, 2025



Greater **Orlando** Aviation Authority

