

COMPENSATION COMMITTEE AGENDA
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DATE: NOVEMBER 10, 2023	DAY: FRIDAY	TIME: 9:30 A.M.
PLACE: CONFERENCE ROOM EARHART, ORLANDO INTERNATIONAL AIRPORT, ONE JEFF FUQUA BOULEVARD		

For individuals who conduct lobbying activities with Aviation Authority employees or Board members, registration with the Aviation Authority is required each year prior to conducting any lobbying activities. A statement of expenditures incurred in connection with those lobbying instances should also be filed prior to April 1 of each year for the preceding year. Lobbying any Aviation Authority Staff who are members of any committee responsible for ranking Proposals, Letters of Interest, Statements of Qualifications or Bids and thereafter forwarding those recommendations to the Board and/or Board Members is prohibited from the time that a Request for Proposals, Request for Letters of Interests, Request for Qualifications or Request for Bids is released to the time that the Board makes an award. The lobbyist shall file a Notice of Lobbying (Form 4) detailing each instance of lobbying to the Aviation Authority within 7 calendar days of such lobbying. Lobbyists will also provide a notice to the Aviation Authority when meeting with the Mayor of the City of Orlando or the Mayor of Orange County at their offices. The policy, forms, and instructions are available on the Aviation Authority's offices web site. Please contact the Chief Administrative Officer with questions at (407) 825-7105.

- I. CALL TO ORDER
- II. ROLL CALL
- III. CONSIDERATION OF COMPENSATION COMMITTEE MINUTES FOR SEPTEMBER 27 AND OCTOBER 18, 2023
- IV. DISCUSSION OF CHIEF EXECUTIVE OFFICER FY2024 GOALS

On **WEDNESDAY, SEPTEMBER 27, 2023**, the **COMPENSATION COMMITTEE** of the Greater Orlando Aviation Authority met in Conference Room Earhart of the Aviation Authority Offices located in the main terminal building at the Orlando International Airport (MCO), One Jeff Fuqua Boulevard, Orlando, Florida. Chair Good called the meeting to order at 4:10 p.m. The meeting was posted in accordance with Florida Statutes and a quorum was present.

Committee members present, M. Carson Good, Chair
Craig Mateer
Tim Weisheyer (at 4:15 p.m.)

Also present, Kevin J. Thibault, Chief Executive Officer
Kenyatta Lee, Chief of External Affairs
Dan Gerber, General Counsel/Rumberger Kirk
Anna Farmer, Recording Secretary

DISCUSSION OF CHIEF EXECUTIVE OFFICER FY23 PERFORMANCE

Mr. Thibault discussed the Strategic Plan and how moving forward it will help define his goals as Chief Executive Officer.

Mr. Gerber discussed the purpose of the meeting regarding Mr. Thibault's compensation and the need to make a motion by the end of the meeting.

Mr. Thibault went through each individual FY2023 goals and the accomplishments compared to those goals.

Discussion ensued regarding Mr. Thibault's performance and the appropriate compensation for the Chief Executive Officer.

Chairman Good mentioned the previous Chief Executive Officer's compensation and the layout of his contract between base salary and bonuses.

Mr. Weisheyer suggested a future performance based compensation and would like to do an increase in percentage on both the bonus and the salary.

Discussion ensued on Chairman Good's comment regarding other airports of the same capacity along with local entities and their executives salaries.

The Committee discussed whether the Chief Executive Officer achieved performance to merit performance-based compensation and whether to adjust base compensation.

Mr. Gerber went over the statutes regarding an employee compensation incentive program.

Upon motion by Mr. Mateer, second by Mr. Weisheyer, vote carried to accept 20% performance based compensation and 5% change in base compensation.

CONSIDERATION OF COMPENSATION COMMITTEE MINUTES FOR NOVEMBER 15, 2022 AND AUGUST 14, 2023

Upon motion by Mr. Mateer, second by Mr. Weisheyer, vote carried to accept the meeting minutes of November 15, 2022 and August 14, 2023, as written.

ADJOURNMENT

Chair Good adjourned the meeting at 4:55 p.m.

(Digitally signed on , 2023)

Anna Farmer
Recording Secretary

M. Carson Good
Chair

On **WEDNESDAY, OCTOBER 18, 2023**, the **COMPENSATION COMMITTEE** of the Greater Orlando Aviation Authority met in Conference Room Earhart of the Aviation Authority Offices located in the main terminal building at the Orlando International Airport (MCO), One Jeff Fuqua Boulevard, Orlando, Florida. Chair Good called the meeting to order at 3:24 p.m. The meeting was posted in accordance with Florida Statutes and a quorum was present.

Committee members present, M. Carson Good, Chair
Craig Mateer
Timothy Weisheyer

Also present, Kevin J. Thibault, Chief Executive Officer
Kenyatta Lee, Chief of External Affairs
Dan Gerber, General Counsel
Anna Farmer, Recording Secretary

DISCUSSION OF CHIEF EXECUTIVE OFFICER FY2024 GOALS

Mr. Thibault handed out his first draft of the upcoming year goals to the committee members.

Discussion ensued regarding the Strategic Plan and how that contributes to these goals.

Chairman Good expressed that the most important goal was air service development.

Discussion ensued in regards to creating MCO as a focus city of an airline or airlines and what that could mean for travelers.

Mr. Mateer mentioned integrating and cooperating with the aerospace industry and UCF.

Mr. Weisheyer mentioned Neocity, Skywater and the triangle that is in the making to serve this greater area. The airport can play an important role in bringing more high paying jobs to this area because it is in the middle of this triangle of emerging industries. He suggested to bring in Stakeholders to a roundtable as a possible 'Airport City Advisory Board'.

Pertaining to the “People” section of the CEO’s goals, health insurance and employee benefits were mentioned. Mr. Mateer mentioned that providing staff with the items needed to do their job well and provide good benefits would benefit the airport.

Mr. Gerber mentioned that another meeting will need to be occur before going to the December board meeting. He stated that measurable and achievable goals were needed for next year's evaluation.

Discussion ensued regarding Aviation Authority Board Meetings and the requirements of meeting frequency.

NEXT STEPS

Kevin will finalize his CEO Goals for FY2024 and send them to the Compensation Committee prior to the next meeting on November 6, 2023 for review. At the November 6, 2023 Committee meeting, they will make a motion for these goals to be brought before the Greater Orlando Aviation Authority Board once they are finalized.

ADJOURNMENT

Chair Good adjourned the meeting at 4:16 p.m.

The meeting was re-opened at 4:16 p.m.

Discussion ensued on Chairman Good's statement regarding the ORL map and the value of this real estate and the future revenue of this area as a goal to consider.

ADJOURNMENT

Chair Good adjourned the meeting at 4:22 p.m.

(Digitally signed on , 2023)

Anna Farmer
Recording Secretary

M. Carson Good
Chair