Thursday, December 18, 2025
Naples Airport Authority: Regular Meeting Minutes

The meeting was called to order by Vice Chair Cavanaugh at 8:32 a.m. in the Council Chambers at City Hall.

Vice Chair Cavanaugh announced that Chair Cuddihy was unavailable to attend in person and that he would be presiding over the meeting.

A. ROLL CALL

Mr. Owens announced that Chair Cuddihy was intending to attend via video conference today, but due to unforeseen circumstances, she was unable to participate. It was, therefore, unnecessary to explain the process to allow Commissioners' remote attendance.

Vice Chair Cavanaugh, Commissioner Arnold, Commissioner Crees and Commissioner Burns were in attendance. Chair Cuddihy had an excused absence.

Staff and Authority Counsel present were Mr. Owens, Mr. Rozansky, Mr. Lobb, Mr. Warriner, Mr. Gray, Mr. Brown, Mr. Carballo, Ms. Zadorecky, Ms. King, Ms. Wiggins, Mr. Marlowe, Ms. Bala, Ms. Navarro, Ms. Caicedo, Ms. Acosta, Ms. Menard, and Ms. Jaramillo.

B. PLEDGE OF ALLEGIANCE

Vice Chair Cavanaugh led the Pledge of Allegiance.

C. AGENDA

Vice Chair Cavanaugh welcomed Commissioner Arnold at her first meeting and said he looks forward to her participation. Commissioner Arnold said it was a pleasure to be here today.

Vice Chair Cavanaugh said that he will miss Chair Cuddihy. He said she has been a great asset to this organization and looks forward to spending more time with her in January. Mr. Rozansky echoed Vice Chair Cavanaugh's comments.

Mr. Rozansky announced the following revisions to the Board packet:

- **November 20, 2025 Regular Meeting Minutes** – There were revisions made to the minutes, and a red-lined version of the corrections were provided. A brief summary follows:

  1. **On Page 9 – the paragraph was revised to better reflect the comment.**

Vice Chair Cavanaugh ~~referenced the lack of communication and thanked Mr. McConnell for his efforts.~~ stated that he has seen some of the City Council dialogue and observed Mr. McConnell's actions. He noted that Mr. McConnell does a good job and acknowledged the frustration he may experience. ~~He~~Vice Chair Cavanaugh asked what the next steps would be, expressing concern about the lack of communication between federal aviation law vs. the City's zoning and ordinance law. Vice Chair Cavanaugh gave authority to Mr. Kirsch to meet with Mr. McConnell and Mr. Barr. Mr. McConnell said that he would welcome this meeting and can decide if or when Mr. Barr's participation is necessary.

2. On Page 14 – the first paragraph under Board Report was changed as follows:

L. BOARD REPORT

On page 3 Chair Cuddihy commented regarding the one aircraft alert this month with the plane going off the runway and the pilot walking away from the accident. She ~~asked~~ knew ~~what~~ Mr. Rozansky has been looking at this and that he always asks questions when something like this happens. She asked what he would learn~~ed~~ from that issue and ~~what he would have done~~ do differently as a result. Mr. Rozansky responded that there were some changes to our internal operating procedures with an additional analysis planned for next week with the Safety Manager. He stated that the FAA has been notified and is investigating this incident. Staff provided harsh recommendations on how the pilot should be dealt with, as the operator was reckless and warranted disciplinary action.

3. On Page 17 – additional context was added for clarity.

Vice Chair Cavanaugh mentioned the Cambier Park playground project in Naples~~.~~ and noted that while there was unanimous support for construction of a new playground, he was disappointed that the playground had been closed. He stated that effective municipal governance should anticipate issues related to obsolescence, safety, planning, and procurement. He further remarked that groups who have been vocal regarding noise and pollution along the Fifth Avenue corridor were notably silent on concerns related to the appropriateness of investing significant public funds in a new playground located beneath an air traffic corridor.~~He was excited that~~

~~a new playground would be constructed. He further stated his desire to see future efforts made to continue to maintain the small-town charm and quality of life enjoyed in Naples.~~

He complimented Councilor Kramer at the last City's meeting for raising the idea to City Council regarding renegotiating the NAA lease. Vice Chair Cavanaugh said he supported a meaningful negotiation and looked forward to Councilor Kramer's continued leadership on this. He further stated his desire to see future efforts made to continue to maintain the small-town charm and quality of life enjoyed in Naples.

- **Presentation 4 – Economic Update** – On page 4, there was a minor correction made to the heading.
- **Action 1 - 2025 Annual Report** – On pages 11, 12, 16 the following changes were made:
  - Pages 11-12, corrections to the headers were made.
  - On page 12, changed the graphic from "elevated runways" to "storm resilient design"

- On page 16, changed the second and third sentence of the first paragraph to: Throughout 2025, Naples Airport hosted more than 100 tours, accommodating 1,155 visitors, and staff participated in numerous community events. All provided the opportunity to engage the public and enhance awareness of the vital role that the airport plays within the region.

- **Board Report** – It was brought to our attention that the November Board Report was included in the Board Packet for this month. The correct December report was provided.

Copies of these changes were emailed in advance, distributed at the meeting in the morning, and will be included in the final Board packet.

D. MINUTES

1. November 20, 2025, Regular Meeting Minutes

Commissioner Crees moved approval of the November 20, 2025, Regular Meeting minutes, as amended. Commissioner Burns seconded the motion. The motion passed unanimously 4-0 with Chair Cuddihy absent.

E. PUBLIC COMMENTS (5-minute limit)

There were no Public Comments.

F. PRESENTATIONS AND TIME CERTAIN ITEMS

1. Employee of the Year

Vice Chair Cavanaugh announced and congratulated Ms. Ana Navarro and Ms. Loren Caicedo as 2025 Employees of the Year. Despite construction challenges, tight storage spaces, staffing shortages, and even portable restrooms, Ms. Navarro and Ms. Caicedo never missed a beat and kept our facilities spotless, safe, and welcoming. Vice Chair Cavanaugh noted their positive attitudes, team, and dedication to customer service. He again congratulated Ms. Navarro and Ms. Caicedo on this well-deserved recognition. Vice Chair commented that this was announced at the employee's recognition party, and he said the reaction by the team was astounding and heartwarming to see.

2. Recognition of Retiring Employees

Mr. Rozansky recognized Ms. Robin Menard and Ms. Robin King on their retirement. He stated that Ms. Menard was a dedicated professional, a great ambassador for the NAA, and worked at his right side, making sure he, the Board and NCC were always prepared for every meeting. He thanked Ms. Menard for her service, helping the organization succeed and ensuring a smooth transition.

Although Ms. King's tenure has been shorter, Mr. Rozansky said her impact has been significant. He said the quality of the documents the NAA produces, the quality of events, tours, and public engagement were notably superior under her direction. He complimented Ms. King on the team she helped to build and said she set us on a great path for future success, elevating everything we

do in Communications including branding, social media, and community engagement. He thanked Ms. King for her service and said that he and the team would miss her.

On behalf of the Board of Commissioners, Vice Chair Cavanaugh thanked Ms. Menard and Ms. King for their service and expressed a heartfelt congratulations on their retirements.

3. Recognition of Outgoing Commissioner

Because of Chair Cuddihy's absence, this item was postponed.

4. Investment Update

Mr. Warriner, Senior Director of Finance and Administration, introduced Mr. John Grady, our investment advisor from PTMA Financial Solutions since 2021. Mr. Grady provided an Economic Update and Investment Program. For Commissioner Arnold's benefit, Mr. Grady provided an overview of his firm.

He presented the Economic Update first. He said that the data for the gross domestic product (GDP) for the third quarter was still not available due to the government shutdown. He highlighted the GDP during the first and second quarters. He discussed job growth, which was slightly better than estimated in September, and the unemployment rate which remains favorable. Mr. Grady reviewed the inflation rate, consumer price index, federal funds rate expectations, U.S. Treasury yield curve and comparison to federal funds rate.

Mr. Grady presented the NAA's Investment Update. He provided an overview of the short-term portfolio and explained the NAA's strategy. He reviewed the long-term investment portfolio, designed for longer term expenditures and reserves. Lastly, he explained the aggregate investment portfolio of $41.5 mm which provides a balance between short term securities of one month to one year and a target of three to five-year average maturity structure in the long-term portfolio. Mr. Grady said that he will continue to work closely with the team and provide updates to the Board.

A question-and-answer period followed regarding the long-term investment portfolio as well as the challenges we face in terms of our investment portfolio in 2026 based on upcoming federal and political decisions as well as expected judicial rulings over the next year. Mr. Grady stated that the challenge is to minimize any risk of reinvestment and invest in high quality securities. He also suggested the Board consider investing in high quality corporate notes. Vice Chair Cavanaugh said he looks forward to a future discussion on this idea.

G. NOISE

There were no Noise items.

H. CONSENT AGENDA

There were no Consent Agenda items.

I. ACTION ITEMS (Public comments accepted for each item; 5-minute limit)

1. Naples Airport Authority 2025 Annual Report

Ms. Robin King, Director of Communications, requested Board approval for the Fiscal Year 2025 Annual Report for the NAA. She provided some of the highlights in the report including the Best Places to Work in Southwest Florida, IS-BAH Stage 2 certification, advancement of resiliency initiatives, the evolving Fly Safe Fly Quiet Leaderboard Program, and the conclusion of the relocation study.

Commissioner Crees said he was disappointed to see page 17 where there was so much emphasis on what staff refers to as the Messaging Survey which morphed back into the Community Sentiment Survey. Given what he perceives is bias in the questions asked, he was unhappy with this page.

Commissioner Arnold was impressed with all of the accomplishments of the NAA. She added emphasis about the many certifications of our staff members. She appreciated all the information put together.

Commissioner Burns agreed with Commissioner Crees – page 17 – Community Sentiment Survey and the last statement in the report – these overwhelming positive findings are emphasized. This is one of the things we don't do well right now. ~~We don't report the minority comments and would like to see more of that in the future.~~ There were people who had different opinions on this survey. In the future, Commissioner Burns would like to see positive as well as minority comments.

Mr. Rozansky said that if there is concern with page 17, staff could edit the Annual Report or remove the page entirely. Commissioner Burns made a motion to edit page 17 to include other comments. Commissioner Crees seconded.

Commissioner Arnold did not have the liberty to see the questions and concerns being referred to.

Commissioner Crees withdrew his second to Commissioner Burns' motion and instead proposed to remove page 17. There was no second to Commissioner Burns' motion.

Commissioner Crees moved to remove page 17 altogether. Commissioner Burns seconded the motion.

Vice Chair Cavanaugh said the page has specific analytical data that does reflect a multitude of opinions and feedback and was comfortable with the statements set forth by the NAA are accurate. He added that if there are minority voices in the community, they may put forward their own opinions, and he would oppose putting that information into our report.

Commissioner Crees expressed concern about the bias of the questions which excluded noise and pollution questions. He felt it was a messaging survey. Ms. King reminded the Commission that the questions were open ended at the beginning of the survey. Vice Chair Cavanaugh added that the firm conducting the survey indicated that it was done in an appropriate fashion. Commissioner Crees said that there were members of the community who had marketing experience and disagreed with what the firm employed by the NAA was saying.

Commissioner Arnold stated that although she was not privy to the survey questions, the report reflects what the survey results were. If there is an issue with how the survey was put out, we have an opportunity in the future to correct future surveys. Commissioner Crees said that the survey was a messaging survey to see how accurate our messaging is and is not reflected in the report.

Commissioner Burns agreed with Commissioner Crees in that the survey was biased and did not ask any questions about noise or environmental issues.

After a roll call vote to remove page 17 from the report, the motion failed 2-2 with Commissioner Arnold and Vice Chair Cavanaugh dissenting. Mr. Owens stated that procedurally, and in accordance with our Bylaws, action items required the affirmative vote of three Commissioners. Since there were only two affirmative votes, the motion did not carry.

Vice Chair Cavanaugh made a motion to approve the FY 2025 Annual Report as presented. Commissioner Arnold seconded. After a roll call vote, the motion failed 2-2 with Commissioner Crees and Commissioner Burns against. Mr. Owens confirmed the motion did not carry.

Vice Chair Cavanaugh asked Mr. Rozansky for his preferred position on moving this item forward. Mr. Rozansky stated that unless a compromise could be developed here, staff would like to adopt an annual report by revising the document and bring it back next month for approval. Mr. Rozansky said that he would prefer to revise the page in the vein of Commissioner Burns' comments. Vice Chair Cavanaugh recognized that the motion was not carried and that staff has indicated they will work on the requests of our two fellow Commissioners.

2. Award of North Road Terminal Renovation Phase II in an Amount Not to Exceed $4,409,761

Mr. Miguel Carballo, Director of Airport Development, said that he will be presenting both this item as well as Action Item 3. He said on the first item, staff is requesting Board approval for the Executive Director to execute agreements with Curran Young Construction for the North Road Terminal construction and with Garland, Inc. for the purchase of roof coatings on North Road Terminal Renovation Project - Phase II in an amount not to exceed $4,409,761, which includes the project amount of $3,674,801 plus a 20% contingency of $734,960, rounded. On the second item, staff is requesting Board approval for the Executive Director to execute a task order to Schenkel Shultz Architecture for the Construction Administration & Design Services for the North Road Terminal (NRT) Renovation Project - Phase II in an amount not to exceed $136,080, which includes the project amount of $113,400 plus a 20% contingency of $22,680 rounded.

Mr. Carballo provided the history of this project and the Board's decision to undertake a phased approach. Phase I included the exterior scope, and this project is expected to be completed in December 2025. Phase II includes interior renovations, staying with the limits set by FEMA's 50 percent rule. The proposed scope includes new ceilings and lighting, updated flooring, refinished columns, replacement of HVAC, revised casework for the car rental area, a new art wall, roof coating, and upgraded customer amenity spaces such as a coffee station and market area. He showed photographs of the exterior construction progress on Phase I as well as existing conditions of the interior. He showed renderings of the interior entry and marketplace area, car rental area, and NetJets passenger lounge area. Mr. Carballo reviewed the Phase II project schedule which would be completed by end of December 2026. He said we received 11 total bids with Curran Young as the lowest bidder. He noted that the roofing materials will be purchased directly from

Garland to incur tax savings. He reviewed the project costs and the 20 percent contingency. He also reviewed FEMA's appraised value of $5,580,000 as well as NetJets anticipated prorated capital contribution and funds from the Customer Facility Charges (CFC) to offset the cost of the project. Mr. Carballo said that a third-party estimation evaluated the projects and the bids and confirmed the bids are appropriate. He added that Curran Young constructed our ARFF station, and staff was satisfied with their work. He also reviewed project costs.

A question-and-answer period followed regarding the inclusion of the parking lot improvements in Phase I, Phase I scheduled completion dates and permitting delays early on in the project, the $1.7 million of CFC collected, Phase II project schedule and timelines, concern and identification of up-front costs to the general contractor, impact of Hurricane Ian, Milton and Helene and no encroachment of flooding in the NRT and the FEMA 50% Rule with a building in a flood zone.

Regarding Commissioner Burns' concern regarding the appraisal of the NRT in 2023, Mr. Carballo explained the City would not allow us to use an appraisal from 2023 and that a new appraisal must be performed by a third party within six months of a permit application. He reviewed the most recent appraisal from December of 2025 came in at an appraised value of $5,580,000, which allows this project to be within the FEMA 50 percent threshold. Mr. Carballo explained that the City's Ordinance No. 2024-15508 passed on December 4, 2024, that removes the accumulative lookback approach. Ms. Natalie White of Schenkel Shultz explained how the scheduled values were captured for FEMA and non-FEMA items. Mr. Carballo reviewed some of the amounts in the non-FEMA categories. In response to Commissioner Burns' concerns, Mr. Rozansky clarified ways in which to manage the project costs in order to comply with FEMA and City requirements.

Commissioner Crees made a motion to approve Action 2 and Action 3 as presented. Commissioner Arnold seconded the motion. The motion passed unanimously 4-0 with Chair Cuddihy absent.

3. North Road Terminal Renovation Phase II Construction Administration & Design Services with Schenkel Shultz Not to Exceed $136,080

The motion for this item was passed unanimously along with Action 2.

Vice Chair Cavanaugh suggested that some of the questions asked today on this project could have been answered ahead of time during the 1:1's with Mr. Rozansky.

Commissioner Burns commented that he questioned why this project needed to be done when we are supposedly short of cash and one of our major tenants wants to move out and build their own facility. He said he didn't address it today because the ball was already rolling from a few years ago.

In response to Mr. Rozansky regarding the motion, Vice Chair Cavanaugh and Commissioner Crees clarified that the motion included approval of Action Items 2 and 3.

J. NEW BUSINESS

There was no New Business.

K. OLD BUSINESS

There was no Old Business.

L. BOARD REPORT

Commissioner Crees noted that the jet operations year over year increased over 20 percent and wanted to know if this was an expected trend going forward. Mr. Rozansky said that national industry trends and regional trends did not correlate with Naples' trends. Nationally, jet activity is slightly down; however, in Florida activity is up and locally, some of the new developments built after Ian are starting to open. He could not directly attribute it to that. He noted that halfway through December, activity is down 10 percent. Commissioner Crees asked if staff could provide a jet activity report for the past five years.

Mr. Rozansky apologized about the November Board Report provided in the mailed packets. He said the correct report was published online with an incorrect November title page.

M. EXECUTIVE DIRECTOR'S REPORT

Mr. Rozansky commented that staff has been working with Lorenzo Walker Technical College (LWTC) and the EAA who leases a t-hangar next to our Pilot's Lounge. We renovated the Pilot's Lounge after Hurricane Ian, and it now has new tables and chairs and an audiovisual setup. The LWTC's aircraft and mechanical program is out of space, and the EAA Chapter is not currently building a new kit airplane. The EAA and LWTC have been working together to move one of LWTC's aircraft into the t-hangar, as a subtenant, for a limited period of time. Meanwhile, staff is working with LWTC on a short-term agreement for the use of the Pilot's Lounge in order to provide classroom activity.

Regarding the flight arrival procedures put in place since October 2nd, Mr. Rozansky reported that there has universally been a positive response to the procedures, including by Air Traffic Control Tower personnel. Mr. Rozansky noted that Hughes Aerospace is working on the departure procedures, and a meeting has been scheduled for the first week of January. Parallel to that, Hughes has provided a proposal for NAA's and the Collier County Airports' consideration because it would change their approach procedures to relocate the missed approach which is an impediment to increasing the altitude of the departure procedures at Naples. This ties into the board direction to work more collaboratively with Collier County.

Mr. Rozansky said that staff is preparing for an onboarding workshop for all Commissioners to be held in the Airport Office Building in the early part of 2026. The vision is to give a brief overview of the governance of the NAA, highlights of information provided in the NAA Information Book, presentations by representatives of each department to give a high-level overview of the work they do, and invite key partners including Aviation Counsel Peter Kirsch and a team member of Hughes Aerospace to join via Zoom. Mr. Rozansky said it will be a great way to onboard Commissioner Arnold and Commissioner Alberto. Mr. Rozansky stated that the meeting would be a public meeting and would be streamed live.

Commissioner Burns encouraged the two new Commissioners as well as Commissioner Crees to watch the video from the April 2023 Board Workshop meeting. At the beginning of the meeting, there was a presentation by Walter White, who presented a concept of arrival and departures as

part of the Noise Study in process at the time. His conclusions were preliminary, but it was the impetus for us to work with consultants on flight procedures. He said it would give each Commissioner a good background on the flight procedures.

In response to Commissioner Crees, Mr. Rozansky said that JSX came back in early November. Mr. Rozansky stated that there have been no further developments to the airline who inquired about operating at the Naples Airport. Mr. Rozansky said that we do not have any space to put an airline right now.

In response to Vice Chair Cavanaugh, Mr. Owens provided an overview of his and Mr. Kirsch's meeting with the City's attorney, the Deputy City Attorney and the City's Aviation Counsel. He said they had a robust discussion on the City's proposed ordinances that affect the airport. Some of the federal pre-emption and aviation concerns were discussed, and the City seemed to take the comments to heart. The City is going to work on a revised version of the proposed ordinances and send them back to us once completed. Overall, Mr. Owens said it was a great discussion with a lot of collaboration, and they appreciated our comments. Mr. Owens said that he expected to receive an updated revision in the coming weeks since the City wanted to present the ordinance to the Planning Advisory Board in January.

N. COUNSEL'S REPORT

Mr. Owens was happy to report no pending litigation or other legal matters to discuss. He wished everyone a Happy Holiday.

O. PUBLIC COMMENTS (5-minute limit)

There were no Public Comments.

P. CORRESPONDENCE/COMMISSIONER COMMENTS & REQUESTS/MEETINGS

Commissioner Burns distributed an email that the Commission received from former Commissioner Dustin dated October 21, 2022 (attached). Commissioner Dustin was responding to an email he received from the president of the Old Naples Association. He addressed the president and addressed what the Commission had been doing on the subject matter that she raised. Commissioner Burns reflected on Mr. Dustin's closing comment that states, "as Chair, I should be setting the tone of courtesy and civility, and I apologize if I was not." At the beginning of every meeting, Commissioner Burns pointed out that at the top of the page of the agenda, there is a Pledge of Civility. He said he was part of the effort to get this Pledge included on the agenda. Going forward, he suggested that the Commission follow the Pledge and show respect for each other even though each Commissioner may have differing opinions.

Q. SWEARING IN CEREMONY FOR INCOMING COMMISSIONER

Vice Chair Cavanaugh announced that Mr. Ralph Alberto will serve a four-year term beginning December 21, 2025, through December 20, 2029. He welcomed Mr. Alberto and looked forward to his contributions on the Board. Mr. Alberto thanked Vice Chair Cavanaugh and said he has big

shoes to fill from past Commissioners to the present Commissioners as well as to Mr. Rozansky and Mr. Owens. He said he has such respect for all of these people and is eager to participate.

Ms. Patricia Rambosk, City Clerk, administered the Oath of Office to Mr. Ralph Alberto, the NAA's newly appointed Commissioner. City Council appointed Mr. Alberto to a four-year term effective December 21, 2026.

R. ADJOURN

Vice Chair Cavanaugh thanked everyone for their support throughout the year and wished all a very Merry Christmas as well as a joyful holiday season and a Happy and Healthy New Year.

With no further business, the meeting adjourned at approximately 10:34 a.m.

Christopher A. Rozansky
Secretary

NOTE: Printed copies of all visual presentations and handouts are on file in the Executive Assistant's office.

CITY OF NAPLES AIRPORT AUTHORITY (NAA)
Board of Commissioners
Notice of Regular Meeting

FINAL AGENDA

City Hall Council Chambers
735 Eighth Street South
Naples, FL 34102

Thursday, December 18, 2025
8:30 a.m.

Commissioner Rita Cuddihy – Chair
Commissioner Terrence W. Cavanaugh – Vice Chair, Audit Committee Chair, Consultant Selection Committee Member
Commissioner Robert P. Burns – Consultant Selection Committee Member, Audit Committee Member
Commissioner John Crees, Noise Compatibility Committee Liaison
Commissioner Michelle Arnold

Executive Director: Christopher A. Rozansky
Authority Attorney: William L. Owens, Esq. of Bond, Schoeneck & King, PLLC

If you wish to address the Board of Commissioners regarding an item listed on the Agenda, please complete a Speaker Registration form (available at the rear of the room) and hand it to the Executive Assistant prior to consideration of that item. We ask that speakers limit comments to 5 minutes and that large groups name a spokesperson whenever possible. All written, audio-visual, and other materials distributed to the Board or staff during this meeting will become the property of NAA and will be a public record. Thank you for your interest and participation.

NOTICE

Formal action may be taken on any item listed on the Agenda below, or added to the Agenda before or during the meeting, or discussed during the meeting without being added to the Agenda. Also, the sequence of items may be changed as the meeting progresses.

Any person who decides to appeal a decision of this Board with respect to any matter considered at this meeting (or hearing) will need a record of the proceeding and may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be heard.

Any person with a disability requiring auxiliary aids or services in order to participate in this proceeding for meetings at the City Council Chamber may call the City Clerk's Office at 213-1015, or for meetings at the Airport Office Building, the NAA Executive Assistant's Office at 643-0733, with requests at least two business days before the meeting.

Information on Action Items and other items which has been provided in advance of this meeting may be inspected at the office of the Executive Assistant, General Aviation Terminal Building, 2nd Floor, 160 Aviation Drive North. Minutes of this meeting will be prepared for Board approval, usually at the next Regular Meeting.

Pledge of Civility

It is the desire of the City of Naples Airport Authority to encourage the open exchange of ideas, fair discussion of the issues, and the participation of all persons in government, therefore, we pledge to be respectful of each other even when we disagree, to direct all comments to the issues, and to avoid personal attacks during all meetings and workshops.

A. ROLL CALL

1. Determine Quorum
   a. In person attendance
   b. Action required by majority of in-person members to allow virtual attendance

B. PLEDGE OF ALLEGIANCE

C. AGENDA (Add, delete or re-sequence items)

D. MINUTES

1. November 20, 2025 Regular Meeting Minutes

E. PUBLIC COMMENTS (5-minute limit)

F. PRESENTATIONS AND TIME CERTAIN ITEMS

1. Employee of the Year
2. Recognition of Retiring Employees
3. Recognition of Outgoing Commissioner
4. Investment Update

G. NOISE

H. CONSENT AGENDA

I. ACTION ITEMS (Public comments accepted for each item; 5-minute limit)

1. Naples Airport Authority 2025 Annual Report
2. Award of North Road Terminal Renovation Phase II in an Amount Not to Exceed $4,409,761
3. North Road Terminal Renovation Phase II Construction Administration & Design Services with Schenkel Shultz Not to Exceed $136,080

J. NEW BUSINESS

K. OLD BUSINESS

L. BOARD REPORT

M. EXECUTIVE DIRECTOR'S REPORT

N. COUNSEL'S REPORT

O. PUBLIC COMMENTS (5-minute limit)

P. CORRESPONDENCE/COMMISSIONER COMMENTS & REQUESTS/MEETINGS

Q. SWEARING IN CEREMONY FOR INCOMING COMMISSIONER

R. ADJOURN