

AGENDA ITEM NO. 3

SARASOTA MANATEE AIRPORT AUTHORITY
MINUTES
WORKSHOP MEETING – PRESIDENT CEO PERFORMANCE REVIEW
May 24, 2021 – 11:00 A.M.
DMA East Conference Room - 1st floor terminal

Those Present:

Doug Holder, Chairman
Bob Spencer, Vice Chairman
Carlos Beruff, Secretary
Jesse Biter, Commissioner
Kristin Incrocci, Commissioner
Jeff Jackson, Commissioner
Fredrick J. Piccolo, President, Chief Executive Officer
C. Dan Bailey, Jr., Airport Counsel
Karen Garofalo, Executive Assistant – SMAA

Those Absent:

1. Call to Order.

Vice Chairman Bob Spencer called the workshop meeting to order at 11:02 a.m.

2. President, Chief Executive Officer's Performance Review

Mr. Piccolo thanked the Board for the excellent performance evaluation. The evaluation forms revealed the following total ratings on ten categories from the six Commissioners:

Carlos Beruff	50
Jesse Biter	50
Doug Holder	50
Kristin Incrocci	50
Jeff Jackson	44
<u>Bob Spencer</u>	<u>50</u>
Overall score:	4.9

The completed evaluation forms from the Commissioners and tally sheet will be maintained in the Master file folder for this Workshop meeting.

Mr. Piccolo thanked the Board for the encouraging and positive evaluation and advised that the past year has been very challenging with the effects of COVID 19, but we are now experiencing a tremendous improvement with the airport on a record breaking course with passenger traffic and revenues exceeding projection numbers.

He recapped this year's performance and highlighted areas within the ten rating categories. He discussed the strong increase to our air service numbers, which in turn commands necessary expansion and construction challenges for the airport that will be discussed at today's board meeting. He advised the Board that Anita Eldridge, Sr. V.P. Finance and Administration plans to retire by next Spring and we will move forward in finding a replacement for her position. He discussed his decision to resign from the Suncoast Aquatic Nature Center Association (SANCA) board due to time constraints and the need to focus on the tremendous growth the airport is now experiencing. It was the consensus of the Board to agree with his decision to remove himself from the SANCA board to fully concentrate on the business of the airport.

There was discussion on Mr. Piccolo's employment contract, which extends to June 30, 2024. He will be working with Mr. Bailey and Commissioner Beruff on a possible two year consultant contract extension.

The Commissioners all felt that Mr. Piccolo is doing an outstanding job representing the Airport and are very happy with his performance. He stated he appreciates the positive evaluation and the confidence shown in him. He is thankful for the great support received from both the Board and his staff. There were no other comments on the performance evaluation.

Adjournment

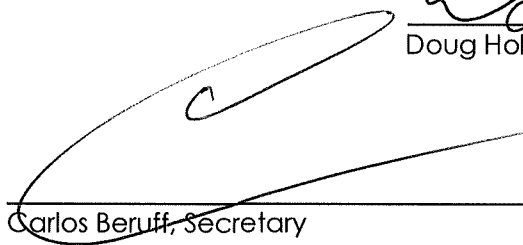
There was no further business to come before the Authority. The meeting adjourned at 11:15 a.m.

APPROVED:



Doug Holder, Chairman

ATTEST:



Carlos Beruff, Secretary