

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

DECEMBER 11, 2025

THURSDAY

The Board meeting of the St. Joseph County Airport Authority District was called to order at 11:33 a.m. on Thursday, December 11, 2025, by President David Sage.

Present: David Sage, President
Andrew Kostielney, Vice President
Vincent Henderson, Treasurer
Ashley Portolese-Miller, Secretary

Comprising a quorum of the St. Joseph County Airport Authority District Board; also present at the meeting were:

Michael Misch- Attorney
Mike Daigle, CEO & Executive Director
Renata Matousova, Vice President of Finance & Administration
Patrick Mac Carthaigh, Vice President of Operations
Julie Curtis, Vice President of Marketing & Air Service Development
Richard VonInderstine, Assistant Vice President of Operations & Maintenance
Nelfa Newport, Recording Secretary
Jeremy Yahwak, Project Manager
Charles Gray, Assistant Project Manager
Brue Kimbrell, Terminal Facilities Superintendent
Mike Ornat, Safety Chief
James Sipocz, Friend of the Authority
Hodge Patel, Abonmarche
Mike Fireline, C&E Excavating
Cruz Mitcham, Milestone Contractors
Matt Potter, Gibson Lewis
Jay Wilhelm, Hagerman

Mr. Sage introduced the first item on the agenda, approval of the Minutes from November 20, 2025, Board meeting.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve the Minutes from the Board meeting held on November 20, 2025.

There being no further comments, questions, or discussion, with a unanimous vote, the motion carried.

The next item on the agenda is approval of the Payroll Warrants dated November 21, 2025.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Payroll Warrants dated November 21, 2025.

There being no further comments, questions, or discussion, with a unanimous vote, the motion carried.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

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The next item on the agenda is approval of Payroll Warrants dated December 5,2025.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Payroll Warrants dated December 5,2025.

There being no further comments, questions, or discussion, with a unanimous vote, the motion carried.

The next item on the agenda is approval of Vouchers and Claim Payments as per Schedule dated December 11, 2025.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Vouchers and Claim Payments per Schedule dated December 11, 2025.

Comment: Mr. Sage abstained.

There being no further comments, questions, or discussion, with a unanimous vote, the motion carried.

Mr. Sage introduced the next item on the agenda.

FINANCIAL STATEMENT FOR THE MONTH OF OCTOBER 2025.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to accept the Financial Statement report for the month of October 2025.

Ms. Matousova referred to the Statement of Revenues Disbursements and Activity (Modified Accrual Basis) for the period ending October 2025. Refer to the attached report.

There being no further comments, questions, or discussion, with a unanimous vote, the motion carried.

Mr. Sage introduced: PRIVILEGE OF THE FLOOR -NONE

Mr. Sage introduced: TABLED AND UNFISHED BUSINESS - NONE

Mr. Sage introduced: CONTINUING BUSINESS - NONE

NEW BUSINESS

Mr. Sage introduced: CONSIDERATION TO AWARD A CONSTRUCTION CONTRACT FOR THE SAFETY BUILDING HVAC IMPROVEMENTS TO THE LOWEST RESPONSIBLE AND RESPONSIVE BIDDER FOR BIDS OPENED AND EVALUATED AT DEC 11, 2025, 10:30 SPECIAL BOARD MEETING AND AS RECOMMENDED BY STAFF.

Comments: Jermy Yahwak Project Manager received 2 bids for the project. Griffen Plumbing and Heating won the bid at \$353,650.00.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

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Mr. Henderson moved, and Mr. Kostielney seconded the motion to award construction contract for Safety Building HVAC Improvements.

Comments: Mr. Kostielney asked if there were any other bids to be included and there were none.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO OPEN BIDS AND ACKNOWLEDGE REPORT OF BIDS FOR STAFF REVIEW FOR THE FRONT DRIVE FAA COMMERCIAL TRAVEL LANES.

Comments: Jeremy Yahwak - Project Manager received 4 bids for project.

1st bid – C&E Excavating \$3,874,350.50

2nd bid – Gibson Lewis \$4,038,414.08

3rd bid – Hagerman \$3,876,600.00

4th bid – Milestone \$4,164,000.00

Mr. Henderson moved, and Mr. Kostielney seconded the motion to receive the bids and direct staff to review.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE RESOLUTION 2025-14 FOR THE ST. JOSEPH COUNTY AIRPORT AUTHORITY SALARY AND HOURLY PAY RANGES FOR 2025.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Resolution 2025-14 St. Joseph County Airport Authority Salary and Hourly pay ranges for 2025.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE THE ST. JOSEPH COUNTY AIRPORT AUTHORITY 2026 BOARD OF DIRECTORS MEETING SCHEDULE.

Mr. Henderson moved, and Mr. Kostielney second the motion to approve St. Joseph County Airport Authority 2026 Board Directors Meeting schedule.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE ADVERTISEMENTS FOR BIDS FOR THE SOUTH AUXILIARY PARKING LOT PHASE 2 -DRAINAGE.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

DECEMBER 11, 2025

THURSDAY

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve advertisements for bids for the South Auxiliary Parking Lot Phase 2- Drainage.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE FUEL FLOWAGE PERMIT FOR LECO.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Fuel Flowage permit to LECO.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE AUTOCLAVE OPERATING PERMIT EXTENSION FOR ATLANTIC AVIATION.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Autoclave Operating Permit for Atlantic Aviation.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE EXTENSION TO USE AND OPERATING AGREEMENT FOR UNITED PARCEL SERVICE (UPS)

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Extension to use and operating agreement for United Parcel Services (UPS).

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE AMENDMENT 1 TO THE AUTOMOBILE RENTAL CONCESSION AGREEMENT FOR ENTERPRISE LEASING COMPANY OF INDIANAPOLIS, LLC.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Amendment 1 Automobile Rental Concession Agreement for Enterprise Leasing Company.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO APPROVE AMENDMENT 1 TO THE AUTOMOBILE RENTAL CONCESSION AGREEMENT FOR ENTERPRISE LEASING COMPANY OF INDIANAPOLIS, LLC, DOING BUSINESS AS (DBA) NATIONAL ALAMO.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

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THURSDAY

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve Amendment 1 to Automobile Rental Concession Agreement for Enterprise Leasing Company, doing business as National Alamo.

There being no further comments, questions, or discussion, with unanimous vote, the motion carried.

Mr. Sage introduced: CONSIDERATION TO AUTHORIZE CEO AND EXECUTIVE DIRECTOR TO EXECUTE AN EXTENSION OF USE AND OPERATING AGREEMENT FOR UP TO SIX MONTHS WITH SIGNATORY COMMERCIAL AIRLINES WHILE NEW AGREEMENT IS BEING FINALIZED.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to authorize CEO and Executive Director to execute extension of use and operating agreement for 6 months.

THE EXECUTIVE DIRECTOR'S REPORT

Mr. Daigle referred to the 2025 Composite Statistic Chart for the period ending October 2025.

Mr. Daigle's Comments: Mr. Daigle thanked the board and the SBN team for their support of Bears in the Air kickoff party.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

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THURSDAY

Mr. Sage introduced: ADJOURNMENT

Mr. Sage asked for a motion to adjourn the meeting.

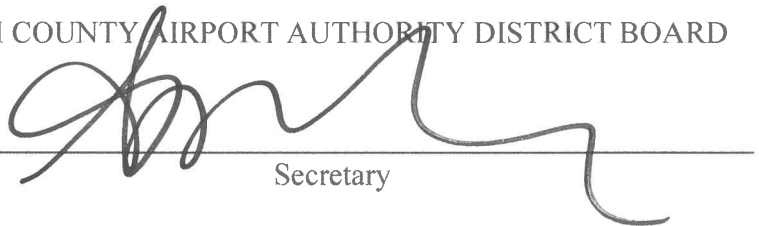
There was a motion by Mr. Henderson and seconded by Mr. Kostielney to adjourn the meeting.

There being no questions, comments, or discussion, with a unanimous vote, the motion carried.

The Board meeting adjourned at 11:49 a.m.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

By: _____

A handwritten signature in black ink, appearing to be 'M. Daigle', is written over a horizontal line. The signature is stylized and cursive.

Secretary

Written By: Michael A. Daigle, A.A.E

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

DECEMBER 11, 2025

THURSDAY

The Special Board meeting of the St. Joseph County Airport Authority District was called to order at 10:31 a.m. on Thursday, December 11, 2025, by President David Sage.

Present: David Sage, President
Andrew Kostielney, Vice President
Vincent Henderson, Treasurer
Ashley Portolese-Miller, Secretary

Comprising a quorum of the St. Joseph County Airport Authority District Board; also present at the meeting were:

Michael Misch- Attorney
Mike Daigle, CEO & Executive Director
Renata Matousova, Vice President of Finance & Administration
Patrick Mac Carthaigh, Vice President of Operations
Julie Curtis, Vice President of Marketing & Air Service Development
Nelfa Newport, Recording Secretary
Richard VonInderstine, Assistant Vice President of Operations & Maintenance
Jeremy Yahwak, Project Manager
Charles Gray, Assistant Project Manager
Bruce Kimbrell, Terminal Facilities Superintendent
Tom Adamas, H&G Services

Mr. Sage introduced the first item on the agenda, Consideration to Open Bids and acknowledge receipt of Bids for staff review for the Safety Building HVAC Improvement.

Comments: Jeremy Yahwak received two bids for the HVAC work at Safety Building.

Griffin Plumbing - \$350,000.00

5-year warranty - \$2,650.00

H&G Services - \$361,000.00

5 years warranty - \$2,250.00

Comment: Mr. Kostielney asked if there were any other bids to bring forward and there were none.

Mr. Henderson moved, and Mr. Kostielney seconded the motion to approve receipt of Open Bids for Safety Building HVAC Improvement.

There being no further comments, questions, or discussion, with a unanimous vote, the motion carried.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

DECEMBER 11, 2025

THURSDAY

Mr. Sage introduced: ADJOURNMENT

Mr. Sage asked for a motion to adjourn the meeting.


There was a motion by Mr. Henderson and seconded by Mr. Kostielney to adjourn the meeting.

There being no questions, comments, or discussion, with a unanimous vote, the motion carried.

The Board meeting adjourned at 11:43 a.m.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD

By: _____

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end, is written over a solid horizontal line.

Secretary

Written By: Michael A. Daigle, A.A.E

ST. JOSEPH COUNTY AIRPORT AUTHORITY

Monthly Financial Report - Modified Accrual

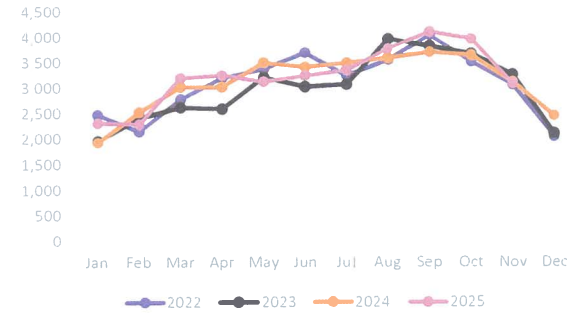
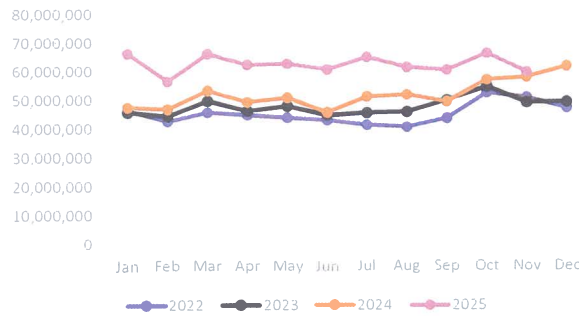
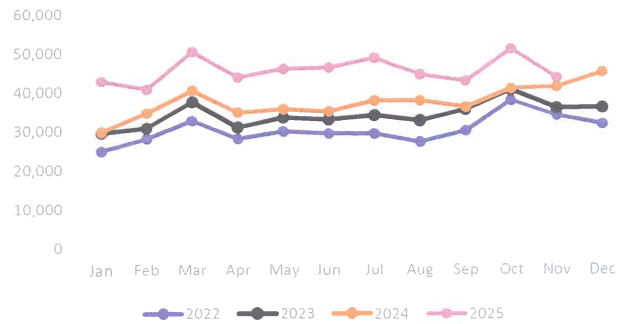
For the Period Ending November 30, 2025

	Year To Date Comparison					Annual Comparison			
	11/30/2024	11/30/2025				2023	2024	2025	2025
	Actual	Actual	% of budget	Incr/(Decr)	%	actual	actual	budget	projections
Operating Activity									
Operating Revenue									
Airfield	1,415,253	1,774,963	114 %	359,710	25%	1,284,799	1,611,979	1,556,264	1,993,234
Terminal - Aviation	2,068,220	2,441,734	104%	373,514	18%	2,171,942	2,273,818	2,342,685	2,677,545
Terminal - Non-Aviation	422,827	649,943	212%	227,116	54%	262,596	465,905	306,509	713,782
Concessions	1,972,101	2,764,881	125%	792,780	40%	1,876,297	2,173,392	2,205,075	3,036,805
Parking	4,035,868	5,722,033	115%	1,686,165	42%	3,806,007	4,364,268	4,982,040	6,205,831
FBO	713,690	808,217	106%	94,527	13%	749,096	782,323	759,786	884,524
Building	368,644	418,415	108%	49,771	14%	401,683	379,813	386,278	439,545
Other	38,000	41,333	115%	3,333	9%	32,000	34,667	36,000	34,667
Total Operating Revenue	11,034,603	14,621,519	116%	3,586,917	33%	10,584,419	12,086,165	12,574,638	15,985,934
Operating Expenses									
Employee Expenses	6,874,491	7,651,861	89 %	777,371	11%	6,864,732	7,536,268	8,642,939	8,289,517
Supplies	1,044,216	1,893,412	79 %	849,196	81%	1,025,817	1,167,113	2,390,268	2,099,349
Repairs	2,652,186	2,270,889	70 %	(381,296)	-14%	2,910,361	2,781,386	3,263,722	3,263,722
Service Contracts	101,909	181,661	84 %	79,753	78%	181,209	107,144	217,414	193,388
Marketing	490,378	736,307	59 %	245,930	50%	573,946	625,474	1,253,414	893,852
Utilities (Gas, Water, Elec)	634,100	698,890	92 %	64,790	10%	730,594	695,104	756,100	764,893
Other Services and Charges	2,496,694	2,265,546	50 %	(231,147)	-9%	2,232,840	2,662,587	4,561,320	2,434,556
Total Operating Expenses	14,293,972	15,698,568	74 %	1,404,596	10%	14,519,499	15,575,076	21,085,177	17,939,277
Operating Income (excluding depreciation)	(3,259,369)	(1,077,049)		2,182,321		(3,935,080)	(3,488,911)	(8,510,539)	(1,953,343)
Non-Operating Activity									
Other Revenue									
Property Taxes	2,368,801	2,423,908	80 %	55,106	N/A	4,007,326	4,306,895	3,041,242	3,041,242
Financial Institution Taxes	3,156	2,093	N/A	(1,063)	N/A	6,351	5,249	1	1
License Excise Taxes	121,660	124,768	71 %	3,108	N/A	271,650	248,565	174,702	174,702
Com. Vehicle Excise Taxes	14,231	27,940	140 %	13,709	N/A	28,870	28,462	20,004	20,004
C.O.I.T.	628,775	548,067	78 %	(80,708)	(13) %	637,495	678,026	705,147	705,147
Interest Revenue	869,096	776,859	92 %	(92,236)	(11) %	1,131,531	940,869	846,642	833,727
Federal Grant LEO	71,131	0	0	(71,131)	N/A	116,898	71,131	-	20,000
Federal Grant-CARES	853,000	0	0	(853,000)	N/A	-	853,000	-	-
Federal Grant - ARP	89,126	0	0	(89,126)	N/A	-	89,126	-	-
Miscellaneous Revenue	594,414	2,025,870	0	1,431,456	N/A	251,914	680,460	-	2,025,870
Customer Facility Charge	860,936	1,150,376	74 %	289,440	N/A	841,662	946,440	1,557,000	1,212,887
Total Other Revenue	6,474,327	7,079,881	112 %	605,553	9 %	7,293,698	8,848,224	6,344,738	8,033,579
Total Income	3,214,958	6,002,832		2,787,874		3,358,617	5,359,312	(2,165,801)	6,080,236
Capital Activity									
Capital Grants	26,596,929	19,097,968	44 %	(7,498,961)	N/A	22,394,033	32,738,803	43,858,200	43,858,200
Capital Spending	38,659,524	27,421,594	56 %	(11,237,931)	N/A	31,184,181	44,374,938	48,598,551	48,598,551
Net Activity	(8,847,638)	(2,320,794)		6,526,844		(5,431,531)	(6,276,823)	(6,906,152)	1,339,885

2025 COMPOSITE STATISTIC CHART



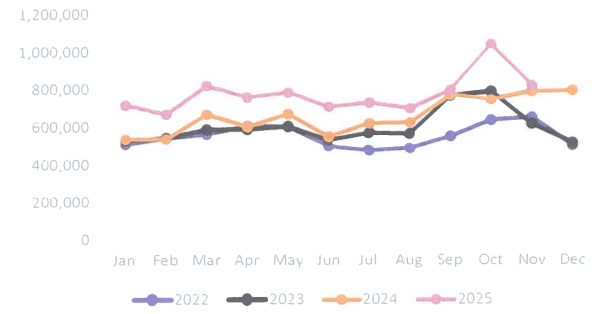
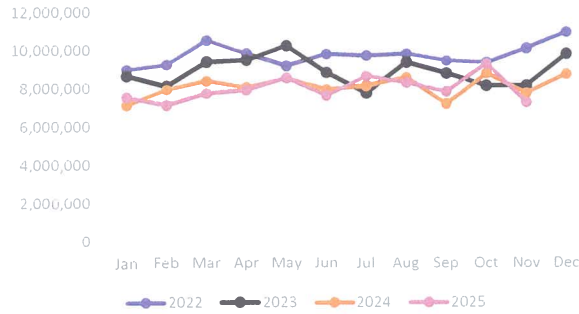
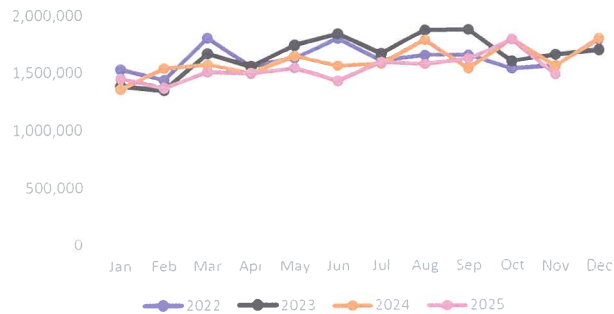
	Airline Enplanements					Aircraft Landed Weight					Aircraft Operations				
	For Ref.					For Ref.					For Ref.				
	2023	2024	2025	Diff.	%	2023	2024	2025	Diff.	%	2023	2024	2025	Diff.	%
Jan	29,703	29,943	43,051	13,108	43.8%	46,125,804	47,779,476	66,798,912	19,019,436	39.8%	1,960	1,934	2,319	385	19.9%
Feb	30,957	34,828	40,971	6,143	17.6%	44,768,740	47,189,915	56,939,247	9,749,332	20.7%	2,412	2,532	2,295	(237)	-9.4%
Mar	37,664	40,612	50,684	10,072	24.8%	50,032,891	53,691,797	66,562,616	12,870,819	24.0%	2,629	3,026	3,207	181	6.0%
Apr	31,088	34,927	44,067	9,140	26.2%	46,511,429	49,657,991	62,798,276	13,140,285	26.5%	2,595	3,021	3,256	235	7.8%
May	33,695	35,803	46,255	10,452	29.2%	48,239,248	51,150,696	63,158,079	12,007,383	23.5%	3,217	3,507	3,132	(375)	-10.7%
Jun	33,064	35,146	46,505	11,359	32.3%	45,022,708	45,996,409	61,092,153	15,095,744	32.8%	3,032	3,420	3,252	(168)	-4.9%
Jul	34,167	37,999	49,030	11,031	29.0%	45,847,394	51,511,367	65,388,549	13,877,182	26.9%	3,077	3,505	3,357	(148)	-4.2%
Aug	32,757	37,916	44,736	6,820	18.0%	46,168,576	52,145,652	61,850,873	9,705,221	18.6%	3,977	3,596	3,780	184	5.1%
Sep	35,671	36,272	43,022	6,750	18.6%	50,264,861	49,794,493	60,866,871	11,072,378	22.2%	3,824	3,713	4,117	404	10.9%
Oct	40,684	41,004	51,339	10,335	25.2%	54,936,574	57,395,915	66,729,591	9,333,676	16.3%	3,678	3,655	3,973	318	8.7%
Nov	36,003	41,429	43,891	2,462	5.9%	49,419,646	58,318,394	60,073,816	1,755,422	3.0%	3,274	3,126	3,092	(34)	-1.1%
Dec	36,109	45,305			0.0%	49,565,761	62,132,777			0.0%	2,112	2,454			0.0%
Total	411,562	451,184				576,903,632	626,764,882				35,787	37,489			
YTD	375,453	405,879	503,551	97,672	24.1%	527,337,871	564,632,105	692,258,983	127,626,878	22.6%	33,675	35,035	35,780	745	2.1%



2025 COMPOSITE STATISTIC CHART



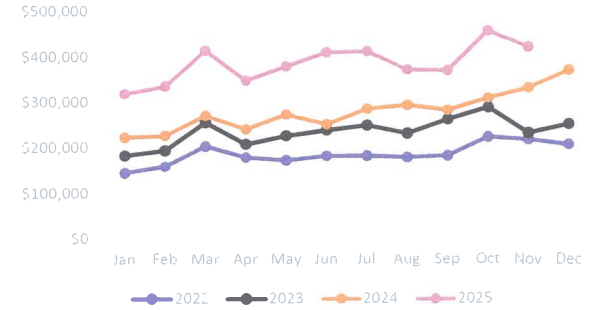
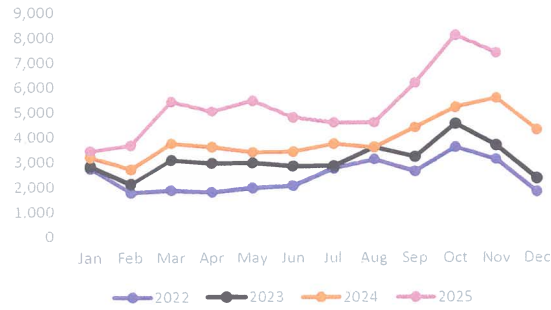
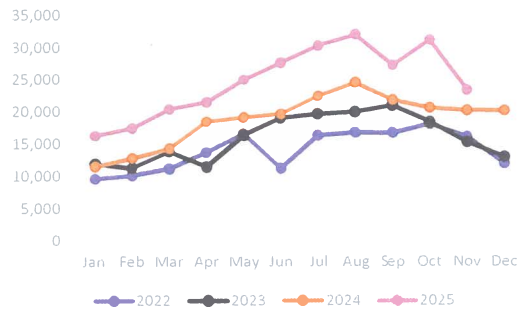
	Air Cargo - Pounds Enplaned & Deplaned					Total Gross Landed Weight - Cargo					Aviation Fuel Flowage - Gallons				
	For Ref.					For Ref.					For Ref.				
	2023	2024	2025	Diff.	%	2023	2024	2025	Diff	%	2023	2024	2025	Diff	%
Jan	1,388,489	1,359,896	1,451,275	91,379	6.7%	8,703,435	7,181,500	7,598,400	416,900	5.8%	528,696	536,795	718,949	182,154	33.9%
Feb	1,348,676	1,543,817	1,369,911	(173,906)	-11.3%	8,162,415	7,987,000	7,183,000	(804,000)	-10.1%	544,163	536,844	669,120	132,276	24.6%
Mar	1,671,767	1,573,970	1,507,164	(66,806)	-4.2%	9,452,900	8,427,000	7,786,500	(640,500)	-7.6%	588,430	669,234	822,700	153,466	22.9%
Apr	1,554,170	1,497,698	1,492,359	(5,339)	-0.4%	9,549,380	8,095,800	7,969,000	(126,800)	-1.6%	589,684	601,940	761,194	159,254	26.5%
May	1,742,824	1,650,311	1,543,069	(107,242)	-6.5%	10,304,311	8,587,000	8,609,588	22,588	0.3%	603,999	672,467	785,200	112,733	16.8%
Jun	1,841,175	1,558,932	1,425,977	(132,955)	-8.5%	8,893,200	7,996,500	7,678,452	(318,048)	-4.0%	530,626	549,159	709,388	160,229	29.2%
Jul	1,668,049	1,578,833	1,593,146	14,313	0.9%	7,802,100	8,176,500	8,688,058	511,558	6.3%	569,538	620,106	730,892	110,786	17.9%
Aug	1,872,550	1,785,554	1,574,356	(211,198)	-11.8%	9,424,900	8,619,500	8,335,240	(284,260)	-3.3%	565,380	623,831	698,858	75,027	12.0%
Sep	1,874,902	1,535,798	1,619,141	83,343	5.4%	8,824,934	7,233,420	7,868,852	635,432	8.8%	765,185	772,173	797,989	25,816	3.3%
Oct	1,598,454	1,792,620	1,785,209	(7,411)	-0.4%	8,188,500	8,811,500	9,333,646	522,146	5.9%	788,475	745,162	1,040,441	295,279	39.6%
Nov	1,655,028	1,554,657	1,478,820	(75,837)	-4.9%	8,188,500	7,799,000	7,299,146	(499,854)	-6.4%	617,254	790,675	820,495	29,820	3.8%
Dec	1,693,526	1,794,285			0.0%	9,856,720	8,785,000			0.0%	514,833	795,734			0.0%
Total	19,909,610	19,226,371				107,351,295	97,699,720				7,206,263	7,914,120			
YTD	18,216,084	17,432,086	16,840,427	(591,659)	-3.4%	97,494,575	88,914,720	88,349,882	(564,838)	-0.6%	6,691,430	7,118,386	8,555,226	1,436,840	20.2%



2025 COMPOSITE STATISTIC CHART



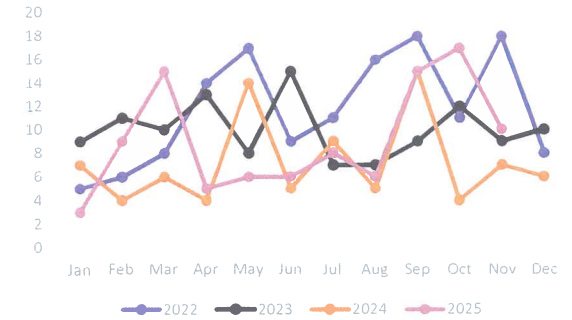
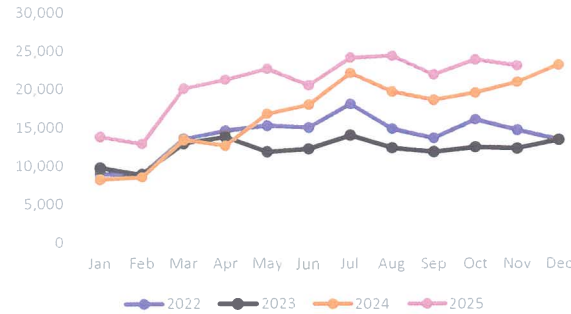
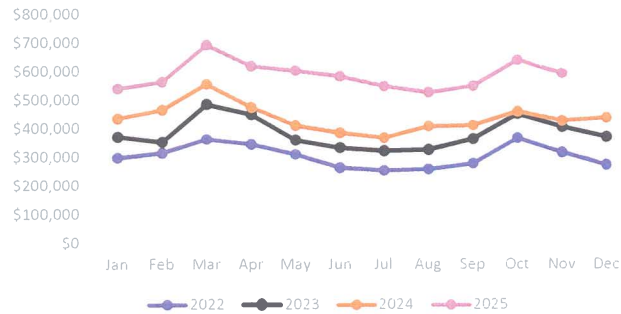
	Car Rental - Car Rental Days*					TNC Activity - Pick Ups					Restaurant/Gift Shop - Gross Sales				
	For Ref.					For Ref.					For Ref.				
	2023	2024	2025	Diff.	%	2023	2024	2025	Diff.	%	2023	2024	2025	Diff.	%
Jan	11,886	11,456	16,263	4,807	42.0%	2,830	3,189	3,441	252	7.9%	\$181,930	\$222,172	\$319,213	\$97,041	43.7%
Feb	11,212	12,752	17,438	4,686	36.7%	2,111	2,700	3,673	973	36.0%	\$192,762	\$225,730	\$335,365	\$109,634	48.6%
Mar	13,763	14,235	20,428	6,193	43.5%	3,064	3,741	5,449	1,708	45.7%	\$254,481	\$270,625	\$415,415	\$144,790	53.5%
Apr	11,369	18,447	21,515	3,068	16.6%	2,947	3,599	5,051	1,452	40.3%	\$206,520	\$239,643	\$347,972	\$108,329	45.2%
May	16,293	19,100	25,055	5,955	31.2%	2,955	3,395	5,483	2,088	61.5%	\$224,765	\$272,611	\$380,165	\$107,554	39.5%
Jun	18,956	19,646	27,752	8,106	41.3%	2,837	3,414	4,797	1,383	40.5%	\$237,454	\$250,512	\$411,081	\$160,569	64.1%
Jul	19,608	22,449	30,397	7,948	35.4%	2,840	3,720	4,596	876	23.5%	\$247,765	\$284,760	\$413,130	\$128,370	45.1%
Aug	19,927	24,583	32,101	7,518	30.6%	3,590	3,587	4,598	1,011	28.2%	\$230,033	\$293,288	\$372,423	\$79,135	27.0%
Sep	20,935	21,831	27,325	5,494	25.2%	3,212	4,384	6,204	1,820	41.5%	\$261,219	\$282,110	\$371,241	\$89,131	31.6%
Oct	18,379	20,625	31,235	10,610	51.4%	4,538	5,215	8,145	2,930	56.2%	\$287,797	\$308,982	\$458,516	\$149,535	48.4%
Nov	15,225	20,230	23,391	3,161	15.6%	3,671	5,583	7,435	1,852	33.2%	\$229,963	\$331,936	\$422,705	\$90,769	27.3%
Dec	12,956	20,184			0.0%	2,337	4,287			0.0%	\$249,849	\$370,792			0.0%
Ann. To	190,509	225,538				36,932	46,814				\$2,804,537	\$3,353,161			
YTD	177,553	205,354	272,900	67,546	32.9%	34,595	42,527	58,872	16,345	38.4%	\$2,554,689	\$2,982,370	\$ 4,247,227	\$1,264,857	42.4%



2025 COMPOSITE STATISTIC CHART



	Parking - Gross Sales					South Shore Passengers					International Flights - GAF				
	For Ref.					For Ref.					For Ref.				
	2023	2024	2025	Diff.	%	2023	2024	2025	Diff.	%	2023	2024	2025	Diff.	%
Jan	\$372,121	\$436,966	\$541,633	\$104,667	24.0%	9,775	8,213	13,816	5,603	68.2%	9	7	3	(4)	-57.1%
Feb	\$354,454	\$466,727	\$564,739	\$98,012	21.0%	8,829	8,510	12,865	4,355	51.2%	11	4	9	5	125.0%
Mar	\$486,224	\$556,549	\$696,743	\$140,194	25.2%	12,919	13,427	20,116	6,689	49.8%	10	6	15	9	150.0%
Apr	\$451,036	\$476,179	\$620,777	\$144,598	30.4%	13,773	12,596	21,299	8,703	69.1%	13	4	5	1	25.0%
May	\$361,183	\$411,178	\$605,143	\$193,965	47.2%	11,791	16,802	22,766	5,964	35.5%	8	14	6	(8)	-57.1%
Jun	\$333,718	\$385,171	\$584,648	\$199,477	51.8%	12,175	17,947	20,520	2,573	14.3%	15	5	6	1	20.0%
Jul	\$322,194	\$367,920	\$549,808	\$181,887	49.4%	13,964	22,167	24,198	2,031	9.2%	7	9	8	(1)	-11.1%
Aug	\$326,556	\$408,804	\$527,881	\$119,078	29.1%	12,291	19,657	24,452	4,795	24.4%	7	5	6	1	20.0%
Sep	\$365,106	\$412,647	\$549,971	\$137,324	33.3%	11,767	18,564	21,942	3,378	18.2%	9	15	15	0	0.0%
Oct	\$451,892	\$460,191	\$641,451	\$181,260	39.4%	12,390	19,508	23,922	4,414	22.6%	12	4	17	13	325.0%
Nov	\$406,791	\$427,403	\$594,963	\$167,560	39.2%	12,190	20,943	23,135	2,192	10.5%	9	7	10	3	42.9%
Dec	\$371,458	\$438,690			0.0%	13,338	23,235			0.0%	10	6			0.0%
Ann. Total	\$4,602,733	\$5,248,426				145,202	201,569				120	86			
YTD	\$4,231,275	\$4,809,736	\$6,477,757	\$ 1,668,021	34.7%	131,864	178,334	229,031	50,697	28.4%	110	80	100	20	25.0%



**ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD
RESOLUTION NO. 2025-14**

**A RESOLUTION ESTABLISHING SALARY AND HOURLY PAY RANGES FOR EMPLOYEES OF THE
ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BEGINNING JANUARY 1, 2026, AND
FIXING A TIME WHEN THE SAME SHALL TAKE EFFECT.**

WHEREAS, it is necessary for the Board of the St. Joseph County Airport Authority District to establish salary and hourly pay ranges for employees of the St. Joseph County Airport Authority District each year.

NOW, THEREFORE BE IT RESOLVED BY THE ST. JOSEPH COUNTY AIRPORT AUTHORITY THAT:

Section One. For the fiscal year ending December 31, 2026, the following pay ranges shall be set for salary and hourly employees of the St. Joseph County Airport Authority. The Board of the St. Joseph County Airport Authority shall establish the actual salary of the Executive Director, and the Executive Director is authorized to establish the actual salary, hourly wages, stipends, and bonus payments of the respective remaining employees of the St. Joseph County Airport Authority, within the ranges established for the respective job classifications set out in this Resolution. The rates shown in the Resolution do not reflect payments made at termination for sick or PTO pay. The rates shown in the Resolution do not reflect payments made for taxable fringe benefits, auto allowance, bonus, payments made as part of any time buy back program, or longevity pay established by collective bargaining contracts. The rates will be effective on the pay period beginning December 15, 2025, to be paid on January 2, 2026.

TITLE	2026	
	MINIMUM	MAXIMUM
	Yearly	
CEO & EXECUTIVE DIRECTOR	\$ 204,713	\$ 341,188
VICE PRESIDENT OF FINANCE & ADMINISTRATION	154,500	257,500
VICE PRESIDENT OF MARKETING & AIR SERVICE DEVELOPMENT	154,500	257,500
VICE PRESIDENT OF OPERATIONS	154,500	257,500
ASSISTANT VICE PRESIDENT OF HUMAN RESOURCES	112,013	186,688
ASSISTANT VICE PRESIDENT OF OPERATIONS AND MAINTANANCE	112,013	186,688
ASSISTANT VICE PRESIDENT OF PROPERTIES & BUSINESS DEVELOPMENT	112,013	186,688
PROJECT MANAGER	96,563	160,938
PUBLIC SAFETY CHIEF	96,563	160,938
ACCOUNTING MANAGER	84,975	141,625
INFORMATION TECHNOLOGY (IT) MANAGER	84,975	141,625
OPERATIONS MANAGER	84,975	141,625
PROPERTIES MANAGER	84,975	141,625
ACCOUNTING & BUDGET ANALYST	73,388	122,313
AIRFIELD FACILITIES SUPERINTENDANT	73,388	122,313
ASSISTANT CHIEF OF PUBLIC SAFETY	73,388	122,313
ASSISTANT OPERATIONS MANAGER	73,388	122,313
ASSISTANT PROJECT MANAGER	73,388	122,313
HUMAN RESOURCES SPECIALIST II	73,388	122,313
MARKETING AND COMMUNICATIONS SPECIALIST	73,388	122,313
TERMINAL FACILITIES SUPERINTENDANT	73,388	122,313
STAFF ACCOUNTANT II	61,800	103,000

Hourly


CUSTODIAN SUPERVISOR	\$ 29.55	\$ 49.25
MAINTENANCE SUPERVISOR	29.55	49.25
OPERATIONS SPECIALIST II	27.44	45.73
STAFF ACCOUNTANT I	27.44	45.73
FINANCIAL SPECIALIST	24.90	41.51
HUMAN RESOURCES SPECIALIST I	24.90	41.51
MARKETING AND COMMUNICATIONS COORDINATOR	24.90	41.51
PURCHASING AND OFFICE COORDINATOR	24.90	41.51
OPERATIONS SPECIALIST	24.90	41.51
PUBLIC SAFETY CAPTAINS*	21.11	35.18
INFORMATION & COMMUNICATIONS AGENT	19.84	33.07
LEAD INFORMATION & COMMUNICATIONS AGENT	19.84	33.07
AIRFIELD LIGHTING SPEC.	28.35	34.65
ELECTRICIAN	34.20	41.80
LEAD ELECTRICIAN	35.10	42.90
ELECTRONICS SPEC.	28.80	35.20
EQUIPMENT OPERATOR	23.40	28.60
FACILITIES HVAC TECHNICIAN	29.70	36.30
FLEET TECH	22.95	28.05
FLEET FOREMAN	29.70	36.30
MECHANIC	27.45	33.55
MECHANICAL SPEC. I	26.10	31.90
MECHANICAL SPEC. II	27.45	33.55
PAVEMENT TECH	24.30	29.70
UTILITY SPEC. I - TERMINAL	20.25	24.75
UTILITY SPEC. I - AIRFIELD	18.90	23.10
UTILITY SPEC. II - TERMINAL	23.40	28.60
UTILITY SPEC. III - TERMINAL	25.20	30.80
RECRUIT*	18.01	22.01
OFFICER 2ND*	20.90	25.54
OFFICER 1ST*	22.51	27.51
LIEUTENANT*	23.96	29.28
PART TIME/TEMPORARY WORKER	12.96	39.74
SEASONAL/TEMPORARY WORKER	12.96	39.74

* Hourly rate is based on 24 hour shift schedule.

Section Two. This Resolution shall be in full force and effect from and after its passage.

Adopted this _____ day of December, 2025.

ST. JOSEPH COUNTY AIRPORT AUTHORITY DISTRICT BOARD



President - David Sage



Vice President - Andrew Kostielney



Treasurer - Dr. Vincent Henderson



Secretary - Ashley Portolese-Miller