



IAA Board of Directors Meeting Agenda

October 17, 2025

8:00 AM

Location: Board Conference Room – 4th floor and Via Zoom (Hybrid meeting)

- I. **Call to Order**
- II. **Approval of Minutes of the IAA Board’s Meeting of September 19, 2025.**
- III. **Ordinances, Resolutions, and Public Hearings**
 - a) **Public Hearing for a Real Estate Sale Agreement** with the Consolidated City of Indianapolis, Marion County by and through its Department of Metropolitan Development, for the sale of approximately 5.359 acres and its improvements, known as the Indianapolis Downtown Heliport, located at 51 S. New Jersey Street in Indianapolis, Indiana for a total sale amount of \$10,875,000.00 and authorize IAA Staff to fulfill the sale transaction as described in **[Board Memo BP2025-10-01.](#)**
 - b) **Consider for Approval a Real Estate Sale Agreement** with the Consolidated City of Indianapolis, Marion County by and through its Department of Metropolitan Development, for the sale of approximately 5.359 acres and its improvements, known as the Indianapolis Downtown Heliport, located at 51 S. New Jersey Street in Indianapolis, Indiana for a total sale amount of \$10,875,000.00 and authorize IAA Staff to fulfill the sale transaction as described in **[Board Memo BP2025-10-01.](#)**
 - c) **Public Hearing for the Uniform Property or Easement Acquisition Offer** with the Consolidated City of Indianapolis, Marion County by and through its Department of Public Works, for the sale of approximately 0.862 acres of fee simple Right-of-Way, 0.298 acres of pre-existing Right-of-Way and 0.026 acres of temporary easement located on Girls School Road, Marion County, Indiana, for a total amount of \$69,850.00 and authorize IAA Staff to fulfill the sale transaction as described in **[Board Memo BP2025-10-02.](#)**
 - d) **Consider for Approval the Uniform Property or Easement Acquisition Offer** with the Consolidated City of Indianapolis, Marion County by and through its Department of Public Works, for the sale of approximately 0.862 acres of fee simple Right-of-Way, 0.298 acres of pre-existing Right-of-Way and 0.026 acres of temporary easement located on Girls School Road, Marion County, Indiana, for a total amount of \$69,850.00 and authorize IAA Staff to fulfill the sale transaction as described in **[Board Memo BP2025-10-02.](#)**

- e) **Introduction** of **General Ordinance 03-2025**, concerning Indianapolis Airport Authority's 2026 Rates and Charges Ordinance, as described in **Board Memo BP2025-10-03**.
- f) **Consider for Approval and Adoption** of **Resolution No. 08-2025**, for the Transatlantic Incentive Supplemental Plan, which offers incentives to air carriers who meet the qualifications described in **Board Memo BP2025-10-04**.

IV. **Board Reports**

Board President's Report

V. **Official Actions**

Consider for approval, the individual items on **IAA General Agenda dated October 17, 2025**.

VI. **Staff Reports**

- a) Executive Director's Report (Submitted in writing)
 - i. 2nd Quarter Core Value Award Winners
 - ii. J.D. Power Award
 - iii. American Heart Association Walk
 - iv. New Exhibit from The Jim Irsay Collection
 - v. TED Sports at IND – Designing the Fan Journey
 - vi. Rock Solid Foundation – Westin Indianapolis Airport Hotel and Financial Stability Updates
 - vii. 2025 Patriots Day
 - viii. Recognition for the Runway Reconstruction Project

VII. **Other Reports and Updates**

- a) **Board Communications: *Next Meeting: Friday, November 21, 2025, at 8:00 AM***

MINUTES
Board of Directors Meeting
Indianapolis Airport Authority

The Regular Meeting of the Indianapolis Airport Authority (IAA) Board called to order at 8:00 am September 19, 2025, in the Airport's Board Conference Room at Indianapolis International Airport. President Glass asked for a roll call attendance. The following Board Members attended in person:

Present at the commencement of the meeting and comprising a quorum were:

Barbara Glass, President
Steve Dillinger, Vice President
Mamon Powers, Secretary - not attending
Kurt Schleiter, Member - not attending
Jeffrey Gaither, Member
Duane Gibbs, Member
W. Tobin McClamroch, Member
Eric Dozier, Member - not attending
Ryan Goodwin, Member - attending virtually
Brett Voorhies, Member
Tamika Catchings, Member
Brian Tuohy, I.A.A. Board Counsel

I.A.A. Executive Staff attending:

Mario Rodriguez, Executive Director
Keith Berlen, Sr. Director of Operations and Public Safety
Alexandra Kalpakidis, Sr. Executive Assistant
Maria Wiley, Sr. Director of Audit, Compliance & Procurement
Jonathan Weinzapfel, General Counsel
Rachel Stevens, Sr. Director of Human Resources
Jarod Klaas, Sr. Director of Planning and Development – not attending
Megan Carrico, Sr. Director of Public Affairs – not attending
Reid Goldsmith, Sr. Director of Information Technology
Marsha Wurster, Sr. Director of Commercial Enterprise
Holli Harrington, Sr. Director, Strategic Alliance
Robert Thomson, Sr. Director Finance
Drew Genneken, Dep. Sr. Director of Planning and Development

APPROVAL OF MINUTES

President Glass asked for a motion for approval. A motion for approval was made by Mr. Gaither and seconded by Ms. Catchings. There being no discussion, President Glass asked for a roll call vote, and with all members stating, “Aye,” the Meeting Minutes of the IAA Board Meeting on August 15, 2025, were approved.

ORDINANCES, RESOLUTIONS, AND PUBLIC HEARINGS

President Glass called upon Keith Berlen, Sr. Director of Operations and Public Safety, to present for approval and adoption, Resolution No. 07-2025, authorizing the sale of IAA and IMC assets via public auction as described in [Board Memo BP2025-09-01](#). President Glass asked for a motion for approval. A motion for approval was made by Mr. Voorhies and seconded by Mr. Dillinger. There being no discussion, President Glass asked for a roll call vote, and with all members stating, "Aye," Resolution No. 07-2025 was approved and adopted.

BOARD REPORTS

Board President's Report - President Glass commented on the recent victory of the Indianapolis Fever women's basketball team: "How about that Fever!"

OFFICIAL ACTIONS

INTRODUCTION AND APPROVAL OF THE INDIANAPOLIS AIRPORT AUTHORITY'S GENERAL AGENDA DATED September 19, 2025:

President Glass called upon Mr. Berlen to present for consideration and approval, [BP2025-09-02](#), an award of contract for Terminal Janitorial services to Camacho Equipment & Janitorial Supply, Inc. The cost for year one is \$2,197,935.42, with a two-percent increase annually. The contract is for a three-year initial term with two one (1) year options. President Glass asked for a motion for approval of [BP2025-09-02](#). A motion for approval was made by Mr. McClamroch and seconded by Mr. Gaither. After brief discussion, President Glass asked for a roll call vote, and with one abstention by Mr. Voorhies, and with all other members stating, "Aye," unanimous approval was given to [BP2025-09-02](#).

President Glass then called upon Mr. Berlen to present for consideration and approval, [BP2025-09-03](#), the purchase of a Front Mount Snow Broom from M-B Companies, Inc., Snow Equipment Replacement Program, in an amount not to exceed \$737,790.56, using cooperative purchasing procedures through Sourcewell. President Glass asked for a motion for approval of [BP2025-09-03](#). A motion for approval was made by Mr. Voorhies and seconded by Ms. Catchings. There being no discussion, President Glass asked for a roll call vote, and with all members stating, "Aye," unanimous approval was given to [BP2025-09-03](#).

President Glass then called upon Drew Genneken, Deputy Sr. Dir. of Planning & Development, to present for consideration and approval, [BP2025-09-04](#), Change Order No. 2 with Dallman Contractors, LLC for Airport Rescue and Fire Fighting (ARFF) Station No. 1 Refurbishment at Indianapolis International Airport in an amount not to exceed \$54,662.00. President Glass asked for a motion for approval of [BP2025-09-04](#). A motion for approval was made by Mr. Gibbs and seconded by Mr. Goodwin. There being no discussion, President Glass asked for a roll call vote, and with all members stating, "Aye," unanimous approval was given to [BP2025-09-04](#).

President Glass then called upon Mr. Genneken to present for consideration and approval, [BP2025-09-05](#), Amendment No. 1 for Airport Rescue and Fire Fighting (ARFF) Truck Foam Transition at Indianapolis International Airport to CDM Smith Inc. in an amount not-to-exceed

\$237,235.00. President Glass asked for a motion for approval of **BP2025-09-05**. A motion for approval was made by Ms. Catchings and seconded by Mr. Goodwin. There being no discussion, President Glass asked for a roll call vote, and with all members stating, "Aye," unanimous approval was given to **BP2025-9-05**.

President Glass then called upon Mr. Genneken to present for consideration and approval, **BP2025-09-06**, a Delegation of Authority to the IAA Executive Director to approve and execute a Contract for Construction Services for Alaska Airlines Concourse Relocation at Indianapolis International Airport. President Glass asked for a motion for approval of **BP2025-09-06**. A motion for approval was made by Mr. Gaither and seconded by Mr. Dillinger. There being no discussion, President Glass asked for a roll call vote, and with all members stating, "Aye," unanimous approval was given to **BP2025-09-06**.

STAFF REPORTS

Executive Director's Report – Mario Rodriguez, E.D, announced that he had submitted a written report.

- a) Mr. Rodriguez introduced Adeline Lindsay and Lilly Rust, both Fellows with IAA.
- b) Robert Thomson presented the Financial Stability Update.
- c) Executive Director's Report (Submitted in writing)
 - i. Financial Stability Update
 - ii. Devour Indy Partnership/HC Tavern + 1933 Lounge by St. Elmo Activation
 - iii. IND Cardiac Emergency Response Plan
 - iv. New Temporary Public Art/KIND Gallery Show
 - v. July 2025 – IND's Busiest Month Ever!
 - vi. New Student Learners – Peterson Fellow, Orr Fellow, and MAP Students
 - vii. USA Today Reader's Choice Awards – Best Airport for Art Voting

Other Reports/Updates

- a) Board Communications: Next Meeting: Friday, October 17, 2025, at 8:00 am.

ADJOURNMENT

Meeting adjourned at 8:19 am.

Meeting Recording:

The September 19, 2025, Indianapolis Airport Board of Directors meeting is available to stream via the link:

https://us02web.zoom.us/rec/share/mPhCApSIQZt0Q8PHBss39HPX-h1wx4ZtD4x_Lf8eAw31n5XD8XPfGd0pFr7_5qR.G5mQdwfvPCEAscV6?startTime=1758283230000 Passcode: eB+0fxMY

INDIANAPOLIS AIRPORT AUTHORITY *

By: _____
Barbara Glass, President

DATED: October 17, 2025

By: _____
Mamon Powers III, Secretary

* Signed under the Authority of IAA Board Resolution #11-2021



Indianapolis Airport Authority

BOARD MEMO – REAL ESTATE SALE AGREEMENT

To: IAA Board of Directors

From: Marsha Wurster, Sr. Director of Commercial Enterprise

Date: October 1, 2025

Board Date: October 17, 2025

Subject: Real Estate Sale Agreement with the Consolidated City of Indianapolis, Marion County by and through its Department of Metropolitan Development

Background

The Indianapolis Airport Authority (“IAA”) began working with the Federal Aviation Administration (“FAA”) in December 2020 to decommission and close the Indianapolis Downtown Heliport (“Heliport” or also referred to as “Property”) due to lack of use and excessive cost of operations and maintenance. As part of IAA’s planning to close the facility, therein providing for the redevelopment of the site, the IAA executed a Memorandum of Understanding (“MOU”) on July 5, 2022, with the City of Indianapolis (“City”) to establish a collaborative effort to plan for the reuse of the underlying property. After almost four years, in a November 25, 2024, letter to the IAA, entitled “Intent to Release All Federal Obligations and Approve Permanent Heliport Closure” the FAA formally approved the closure of the Indianapolis Heliport and issued “next steps” to bring the closure to fruition. Subsequently, on December 20, 2024, the IAA and the City entered into an Option Agreement for the City’s purchase of the Property.

In August 2025, IAA Staff was approached by the City, which expressed its intent to move forward with the purchase of the Property. Staff has negotiated a Real Estate Sale Agreement (“RESA”) with the City of Indianapolis for the Heliport Property, located at 51 S. New Jersey Street, Indianapolis, consisting of 5.359 acres in the amount of \$2,029,296.51 per acre for a total purchase price of \$10,875,000.00. The aerial below identifies the Property, outlined in yellow.

Staff procured two appraisals and a separate review appraisal (FAA Requirement) to establish the Fair Market Value for the acreage to be sold, the result of which is the appraised value is based on the review appraisal. The sale price for this transaction to the City meets the intent of the appraisal process and represents a Fair Market Value (FMV) transaction as required by the State of Indiana and the FAA.

IAA Staff have been proceeding with FAA’s “next steps” directive, which includes the following:

- Notified FAA of the official Heliport closure date of December 15, 2025 (“Closure”).

- Submitted FAA Form 7460 to remove all imaginary slopes (approach and side slopes) from the airspace.
- Filed cancellation of associated instrument approach procedures
- Reappraised the Heliport and provided FAA with the 2 appraisal reports and separate review appraisal with the established a fair market value price of \$10,875,000.00, which is the minimum amount the IAA must receive for the sale.
- Provided FAA with a timeline of its intent to begin a comprehensive planning study Q1, 2026 on Air Mobility activities surrounding the IAA's other airports within three (3) years of the closure of the Heliport.

As previously communicated to the Board, Staff has also coordinated the following to be completed upon Closure:

- Removal of all airworthy aircraft.
- Removal of all aviation markings and disconnect circuits at the Heliport.
- Transfer aviation-related equipment, such as the fuel farm, that the FAA determined is salvageable for use at other IAA-owned airports.

Scope

To execute a Real Estate Sale Agreement with the Consolidated City of Indianapolis, Marion County, by and through its Department of Metropolitan Development, for the sale of the Property, for a total sale price of \$10,875,000.00 and authorizing IAA Staff to complete the transaction.

Schedule

October 17, 2025	Upon approval, IAA Board execution of the Real Estate Sale Agreement with the Consolidated City of Indianapolis, Marion County, by and through its Department of Metropolitan Development.
To Be Determined Date	City execution of the Real Estate Sale Agreement
November 16, 2025	City will have an Inspection Period of Thirty (30) days to complete its due diligence of the property.
December 9, 2025	IU Health officially moves from the Heliport to Indy Regional Airport.
Dec 15 th thru Dec 30 th	Estimated timeframe for Closing on real estate transaction with the City.

Revenue and/or Operating Cost Implications

Revenue:

\$10,875,000.00 or \$2,029,296.51 per acre

Operating Costs:

Operating costs for this transaction will not exceed \$28,000.00 and are generally made up of appraisal reports, survey, environmental report, recording fees, title work, and closing costs.

Recommendation

IAA staff recommends the IAA Board consider for approval the Real Estate Sale Agreement with the Consolidated City of Indianapolis, Marion County by and through its Department of Metropolitan Development, for the sale of approximately 5.359 acres and its improvements, known as the Indianapolis Downtown Heliport, located at 51 S. New Jersey Street in Indianapolis, Indiana for a total sale amount of \$10,875,000.00 and authorize IAA Staff to fulfill the sale transaction.





Indianapolis Airport Authority

BOARD MEMO – REAL ESTATE SALE AGREEMENT

To: IAA Board of Directors

From: Marsha Wurster, Sr. Director of Commercial Enterprise

Date: October 1, 2025

Board Date: October 17, 2025

Subject: Uniform Property or Easement Acquisition Offer with the Consolidated City of Indianapolis, Marion County by and through its Department of Public Works

Background

Staff have been approached by the Consolidated City of Indianapolis through its Department of Public Works (the “City”) for the sale of certain IAA land located along Girls School Road, south of Washington Street. This sale is a right-of-way transaction for 0.862 acres of land, 0.298 acres of pre-existing right-of-way land, and 0.026 acres of temporary easement for grading and drive construction. The aerial below identifies the IAA holdings, shaded in yellow, and the parcels to be sold, marked in blue hatch shading. The temporary easement parcels are shown in red.

The City has commissioned plans to undertake a roadway widening and improvement project along Girls School Road, which will extend four miles, beginning north from IAA’s North Perimeter Road to 21st Street.

Governed by the law of the State of Indiana on such land transactions, more particularly, Indiana Code 32-24-1, the appraisers representing the City used a standard appraising method. The sale price for this transaction meets the value of the land and represents a Fair Market Value (FMV) transaction as determined by the IAA’s Director of Properties. Due to the size of the land associated with this transaction and after review by Staff, the IAA accepted the City’s appraisal method, land valuation, and offer in lieu of procuring its own appraisals.

FAA Land Release Approval

As this land does not fall within the “aeronautical uses” of the Airport Layout Plan (ALP), Staff is not required to submit information to the FAA to receive a land release.

Scope

To execute a Uniform Property or Easement Acquisition Offer with the Consolidated City of Indianapolis, Marion County, by and through its Department of Public Works.

Schedule

October 17, 2025

Upon approval, IAA Board execution of the Uniform Property or Easement Acquisition Offer with the Consolidated City of Indianapolis, Marion County, by and through its Department of Public Works.

Revenue and/or Operating Cost Implications

Revenue:

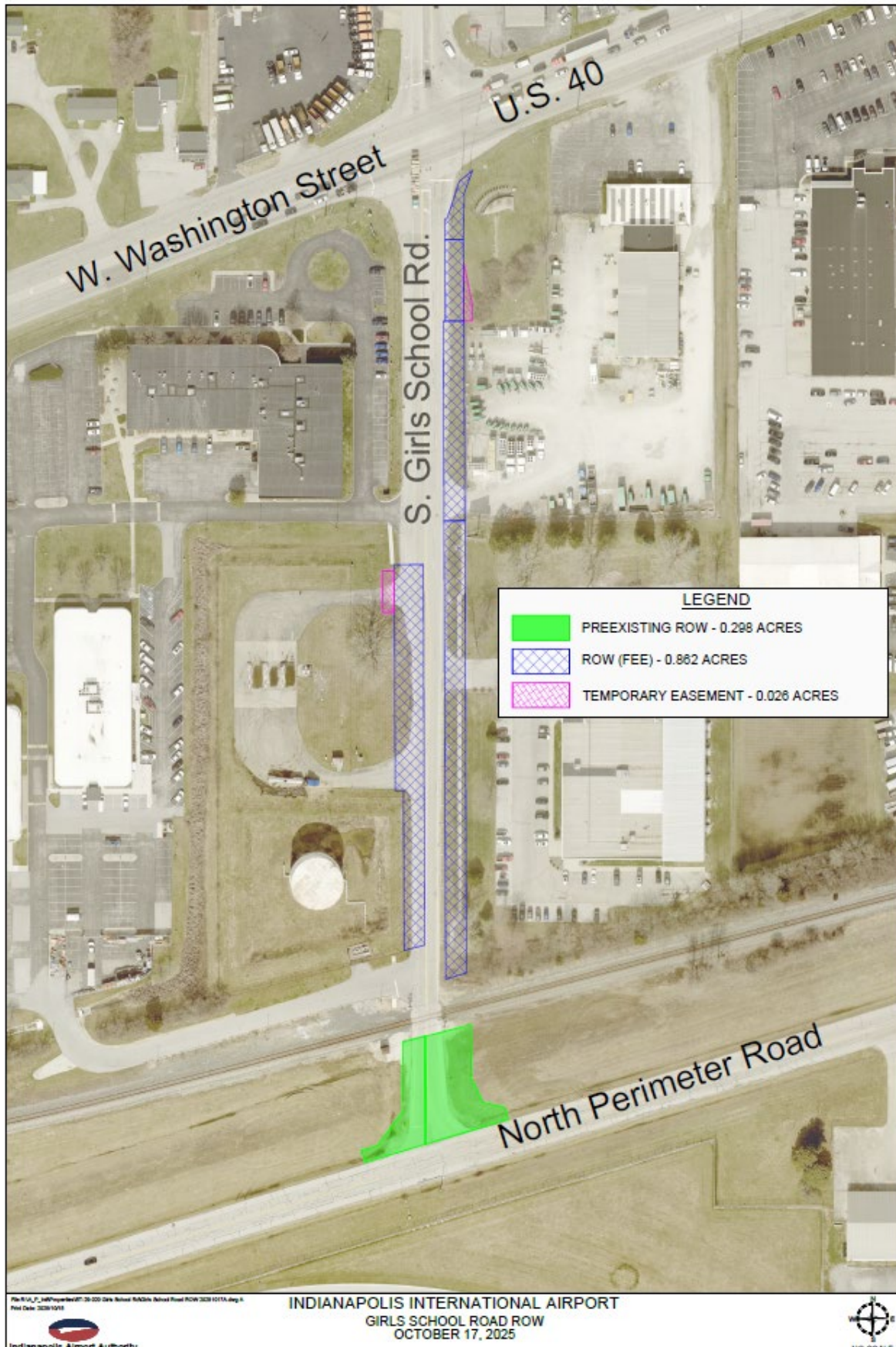
\$69,850.00

Operating Costs:

There are no operating costs for this transaction.

Recommendation

IAA staff recommends the IAA Board consider for approval the Uniform Property or Easement Acquisition Offer with the Consolidated City of Indianapolis, Marion County by and through its Department of Public Works, for the sale of approximately 0.862 acres of fee simple Right-of-Way, 0.298 acres of pre-existing Right-of-Way and 0.026 acres of temporary easement located on Girls School Road, Marion County, Indiana, for a total amount of \$69,850.00 and authorize IAA Staff to fulfill the sale transaction.





BOARD MEMO – 2026 RATES & CHARGES ORDINANCE

To: IAA Board of Directors

From: Jonathan Weinzapfel, General Counsel

Date: October 10, 2025

Board Date: October 17, 2025

Subject: 2026 Rates & Charges – General Ordinance No. 03-2025

Scope

The Board of the Indianapolis Airport Authority (“IAA”) annually adopts an ordinance in order to implement a schedule of rates and charges for the use of the Airport’s facilities and services. All public notices about the introduction and public hearing of this proposed Ordinance were properly published in the local newspapers, as required by Indiana law.

This proposed Ordinance sets forth rates that, if approved, will go into effect at the beginning of next year (January 1, 2026). The following represents a summary of changes from the prior year’s ordinance (shown on the attached copy of the proposed Ordinance)

Consistent with the terms of the Airline Use Agreement, the following changes were made to reflect the 2026 rates for airlines:

- In Section III(B)(2)(a), landing fees for Signatory Airlines increased from \$4.34 to \$4.83 per 1000 pounds of landing weight, and for Non-Signatory Airlines, the rate increased from \$5.99 to \$6.32.
- In Section III(B)(3)(b), annual terminal space rental rates per square foot of area decreased from \$124.67 to \$123.32 for Signatory Airlines, and increased from \$172.07 to \$177.71 for Non-Signatory Airlines. Rental rates for aircraft apron decreased from \$2.33 to \$2.20 for Signatory Airlines and increased from \$2.35 to \$2.40 for Non-Signatory Airlines.
- In Section III(B)(4), the Joint Use Space Fee per enplaned passenger decreased from \$9.64 to \$9.58.

- In Section III(B)(9)(a), the Common Use Gate Fees (per flight) were increased as follows:
 - For Signatory Airlines:
 - Up to 3 hours -- decreased from \$228.18 to \$213.37. Aircraft Apron fee decreased from \$66.77 to \$64.57;
 - More than 3 hours, less than 9 hours -- decreased from \$342.27 to \$320.06 and Airport Apron fee decreased from \$100.16 to \$96.86.
 - 9 or more hours, less than 18 hours -- decreased from \$684.54 to \$640.12 and Airport Apron fee decreased from \$200.31 to \$193.71.
 - 18-24 hours -- decreased from \$1,369.08 to \$1,280.24 and Airport Apron fee decreased from \$400.62 to \$387.42.
 - For Non-Signatory Airlines:
 - Up to 3 hours -- decreased from \$314.95 to 307.47 and Airport Apron fee decreased from \$66.77 to \$64.57;
 - More than 3 hours, less than 9 hours -- decreased from \$472.43 to \$461.21 and Airport Apron fee decreased from \$100.16 to \$96.86;
 - 9 or more hours, less than 18 hours -- decreased from \$944.85 to \$922.41 and Airport Apron fee decreased from \$200.31 to \$193.71;
 - 18-24 hours -- decreased from \$1,889.70 to 1,884.82 and Airport Apron fee decreased from \$400.62 to \$387.42.

Schedule

October 17, 2025 - General Ordinance No.3-2025 will be introduced at the IAA Board Meeting.
November 21, 2025 - Public Hearing/Consideration for Adoption of said Ordinance

Revenue and/or Operating Cost Implications

The annual Rates & Charges Ordinance is the principal document to impose fees and charges for the use of the Airport's facilities and services in support of the 2026 approved Operating and Capital Budgets of the IAA.

Recommendation

The IAA staff recommends that the IAA Board of Directors consider for approval and adoption of the attached General Ordinance No. 03-2025 for the 2026 Rates and Charges.



BOARD MEMO – TRANSATLANTIC AIR SERVICE INCENTIVE PLAN

To: IAA Board of Directors

From: Marsha Wurster, Senior Director, Commercial Enterprise

Date: October 17, 2025

Subject: Transatlantic (TATL) Incentive Supplement Plan, Resolution No. 08-2025

Background

The Aer Lingus flight from IND to Dublin has an estimated \$50M annual economic impact on the economy and has been so successful in the first summer of operation that the airline has already committed to an additional frequency next summer. Even with this flight, passenger demand to Europe exceeds 500 people per day, and the IAA seeks to position IND to secure additional connectivity to Europe in the coming years.

To competitively position Indianapolis International Airport (IND) for new, nonstop transatlantic air service now and into the future, IAA staff presents for approval the Transatlantic (TATL) Incentive Supplement Plan. The new plan was presented for review by the Financial and Audit Committee (FAC) in September 2025. FAC unanimously recommended that the plan be approved by the IAA Board of Directors.

Additional transatlantic flight(s) are expected to have similar contributions to the local economy as that of the Dublin flight to the tune of \$35M to \$50M annually, depending on frequency. Beyond the financial boost to a region, nonstop connectivity to Europe enables easier business travel, simpler global commerce, and a wider scope for event attraction. Furthermore, Central Indiana businesses have suggested that increased connectivity to Europe supports talent attraction and retention efforts. Nonstop connectivity to Europe also uniquely brands a city and state in an elevated category of places to live, work, and do business, suggesting opportunity and intrigue. The success of a long-haul transatlantic flight also demonstrates market confidence to other airlines who may be considering investment. Simply put, increased air service to Europe positions Indy and Indiana on an unparalleled global stage.

In 2022, the IAA Board of Directors approved IAA's first Transatlantic Supplement Plan. In 2024, the Aer Lingus flight was announced and 100% of the plan's funds were allocated to IND – DUB. The new plan prioritizes markets that align with IND demand and utilizes incentive tools permitted by the Federal Aviation Administration (FAA). The plan is tailored to competitively position IND given changes in the air service development support across Indiana, as well as the increasingly

competitive landscape among U.S. airports, thereby better supporting IAA's short- and long-term air service priorities.

The new plan offers a mix of fee waivers and marketing support to help attract new transatlantic flights. The updated incentive plan was developed by a cross-functional team of Finance and Commercial Enterprise staff to create a competitive TATL Incentive Supplement Plan that is financially reasonable within the context of IAA's overall financial plan. The plan includes parameters that limit annual incentive eligibility and funding in a manner that both meets air service needs and aligns with IAA's financial strategy.

Budget

The TATL plan will have a financial limit of \$3 million per year for up to 3 years, established through the budget process and approved by FAC. Once the plan meets the annual spend, the plan will be suspended until funding is available in the next calendar year or otherwise approved by the IAA Board.

Recommendation

IAA staff recommends that the IAA Board of Directors consider for approval the Transatlantic Incentive Supplement Plan Resolution No. 08 -2025 and the authority to offer incentives to air carriers who meet the qualifications set forth in the Supplement Plan.



IAA TRANSATLANTIC INCENTIVE SUPPLEMENT PLAN 2025

INDIANAPOLIS INTERNATIONAL AIRPORT



IAA TRANSATLANTIC INCENTIVE SUPPLEMENT

THE INDIANAPOLIS AIRPORT AUTHORITY (IAA) IS COMMITTED TO NONSTOP TRANSATLANTIC SERVICE. THIS SUPPLEMENT INCENTIVE PLAN IS AVAILABLE TO ANY AIRLINE PROVIDING QUALIFYING TRANSATLANTIC SERVICE. THIS PLAN HAS A CAP OF \$3 MILLION PER YEAR AND IS FUNDED FOR UP TO 3 YEARS. TOTAL ANNUAL SUPPORT PER QUALIFYING AIRLINE SHALL NOT EXCEED \$2M PER YEAR AND A TOTAL INCENTIVE SUPPORT OF \$6 MILLION.

INCENTIVE PACKAGE

Priority Hub Markets:

- ELIGIBLE CARRIERS: NEW ENTRANT PASSENGER AIRLINE OR EXISTING PASSENGER AIRLINE AT IND OFFERING NONSTOP SERVICE TO PARIS (CDG), LONDON (LHR), FRANKFURT (FRA), AMSTERDAM (AMS), OR MADRID (AMS) WILL BE OFFERED AN INCENTIVE OF (AND NOT TO EXCEED) \$2 MILLION PER YEAR TO BE USED ON A DISCRETIONARY BASIS FOR THE FOLLOWING CATEGORIES
 - i. FEE WAIVERS (ADHERING TO LISTED DEFINITIONS IN PLAN)
 - ii. MARKETING SUPPORT – MINIMUM \$500,000 PER YEAR
- TERM: 2 YEARS
 - i. AN AIRLINE PROVIDING SEASONAL SERVICE (LESS THAN 7 MONTHS OF OPERATION) IS ELIGIBLE FOR A **THIRD YEAR** OF INCENTIVES

European Markets:

- ELIGIBLE CARRIERS: NEW ENTRANT PASSENGER AIRLINE OR EXISTING PASSENGER AIRLINE AT IND OFFERING NONSTOP SERVICE TO A EUROPEAN MARKET NOT LISTED ABOVE WILL BE OFFERED AN INCENTIVE OF (AND NOT TO EXCEED) \$2 MILLION PER YEAR TO BE USED ON A DISCRETIONARY BASIS FOR THE FOLLOWING CATEGORIES
 - i. FEE WAIVERS (ADHERING TO LISTED DEFINITIONS IN PLAN)
 - ii. MARKETING SUPPORT – MINIMUM \$500,000 PER YEAR
- TERM: 1 YEAR
 - i. AN AIRLINE PROVIDING SEASONAL SERVICE (LESS THAN 7 MONTHS OF OPERATION) ANNUALLY IS ELIGIBLE FOR A **SECOND YEAR** OF INCENTIVES

APPENDIX

DEFINITIONS

- LANDING FEE WAIVERS APPLY EXCLUSIVELY TO THE QUALIFYING FLIGHTS SPECIFIED IN THE INCENTIVE.
- TERMINAL FEE WAIVERS, UNLESS OTHERWISE SPECIFIED, INCLUDE:
 - A. TERMINAL SPACE RENT: CURBSIDE BAGGAGE, OFFICE, TICKET COUNTER, OPERATIONS SPACE
 - B. PER TURN FEES: HOLD ROOM + LOADING BRIDGE, AIRCRAFT APRON
 - C. JOINT USE FEES: FIXED FEE PER ENPLANED PASSENGER FOR NON-SIGNATORY AIRLINES PER THE AIRLINE USE AGREEMENT. IF ELECTED, JOINT USE FEES WILL BE CREDITED ANNUALLY WITH TRUE UP FOR EXISTING IND AIRLINES.
- JOINT USE FEES: CALCULATED BASED ON CURRENT YEAR; CREDIT WILL BE ISSUED AT END OF YEAR ALONGSIDE ANNUAL JOINT USE FEE TRUE-UP

PROGRAM REQUIREMENTS

- TO QUALIFY FOR AN INCENTIVE, THE AIRLINE MUST HAVE A NON-SIGNATORY OR SIGNATORY OPERATING AGREEMENT WITH THE IAA.
- AIR CARRIERS MUST SUBMIT THE ATTACHED IAA AIR SERVICE INCENTIVE APPLICATION TO BE CONSIDERED FOR APPROVAL. IF THE AIRLINE DOES NOT COMPLETE THE APPLICATION WITHIN 3 MONTHS OF THE ROUTE START DATE, THE OPPORTUNITY FOR INCENTIVE WILL EXPIRE.
- ELIGIBLE CARRIERS WILL RECEIVE LANDING FEE INCENTIVES AND TERMINAL FEE INCENTIVES (IF APPLICABLE) IN THE FORM OF FEE WAIVERS FOR THE TERM OF THE INCENTIVE.
- ELIGIBLE CARRIERS WILL BE REQUIRED TO REPORT INCENTIVE ROUTE OPERATIONS MONTHLY (OR AT AN OTHERWISE AGREED UPON FREQUENCY) IN ORDER TO RECEIVE FEE WAIVERS. IF AN AIRLINE DOES NOT SUBMIT A REPORT, THEN NO FEE WAIVERS WILL BE APPLIED AND FEE WAIVERS WILL NOT BE PAID RETROACTIVELY FOR MORE THAN 3 MONTHS OF SERVICE.
- THIS INCENTIVE CAN NOT BE COMBINED WITH ANY OTHER INCENTIVE.

- IF THE AIR CARRIER CEASES SERVICE PRIOR TO THE END OF THE AIR SERVICE INCENTIVE PERIOD, THE AIRLINE MAY BE REQUIRED TO REPAY THE MARKETING INCENTIVE. IAA RESERVES THE RIGHT TO WAIVE REPAYMENTS UNDER EXTENUATING CIRCUMSTANCES.
- ALL MARKETING SUPPORT SUBJECT TO IAA APPROVAL
- THE IAA RESERVES THE RIGHT TO EDIT THE INCENTIVE PLAN AS LONG AS EDITS DO NOT INCREASE THE NOMINAL VALUE OF THE PLAN
- IAA AND AIRLINE SHALL AGREE UPON ESTIMATED FEE WAIVERS AND THE REMAINING FUNDS SHALL BE DEDICATED TO MARKETING SUPPORT. THERE IS NO TRUE-UP OF INCENTIVES AT YEAR'S END.

PLAN DURATION

- IAA TRANSATLANTIC INCENTIVE SUPPLEMENT IS AVAILABLE FOR ANY AIRLINE THAT STARTS OR ANNOUNCES QUALIFYING SERVICES AND FUNDS REMAIN AVAILABLE.
- THIS PLAN SHALL BE IN FULL FORCE AND EFFECT UPON IAA BOARD APPROVAL.



**IAA Board Meeting
General Agenda
October 17, 2025**

General:

- BP2025-10-05** **Consider for approval** an FTZ Operator Agreement and the issuance of a Grantee Sponsorship Letter for ISVAL USA, Inc. to facilitate access to the federal FTZ program.
- BP2025-10-06** **Consider for approval** an FTZ Operator Agreement and the issuance of a Grantee Sponsorship Letter with Maxiforce, Inc. to facilitate access to the federal FTZ program.
- BP2025-10-07** **Consider for approval** an engagement with Forvis Mazars, LLP for the audit of the Indianapolis Airport Authority's financial statements for the year ended December 31, 2025, in an amount to-to-exceed \$157,500.00.
- BP2025-10-08** **Consider for approval** an award of contract with R.A.S.K. & Associates, Inc. for on-call snow removal services for the Airport Parking Lots at Indianapolis International Airport.

Capital:

- BP2025-10-09** **Consider for approval** Amendment No. 1 with DLZ Indiana LLC to increase their 2025 On-Call contract in an amount not to exceed \$12,000.00.
- BP2025-10-10** **Consider for approval** an award to contract to Abel Construction Company, Inc. for Rebid of Restroom Renovations, Phase I at Indianapolis International Airport in an amount not-to-exceed \$7,256,093.00 plus a 10% construction reserve of \$725,609.30 for a total of \$7,981,702.30. Abel Construction Company, Inc. was the lowest responsive and responsible bidder.



**BOARD MEMO – ISVAL USA, INC.
FOREIGN TRADE ZONE (FTZ) OPERATOR AGREEMENT &
GRANTEE SPONSORSHIP LETTER**

To: IAA Board of Directors
From: Marsha Wurster, Sr. Director of Commercial Enterprise
Date: October 1, 2025
Board Date: October 17, 2025
Subject: FTZ Operator Agreement & Grantee Sponsorship Letter (GSL) with ISVAL USA, Inc.

Background

ISVAL USA, Inc. (ISVAL) has requested access to the FTZ program to leverage the financial and logistical benefits of the foreign trade initiative and remain globally competitive.

ISVAL is a global manufacturer of hot-forged and machined brass and aluminum components for plumbing, heating, and industrial applications. It supplies items to the U.S. and Mexico markets.

ISVAL is seeking FTZ designation at its facility, located at 2805 Fortune Circle E, Indianapolis, IN. The distribution facility is 22,800 square feet, and its campus occupies approximately 0.523 acres.

ISVAL currently employs 5 FTE at this facility and has an annual payroll of approximately \$400,000.

Scope

Staff requests that the IAA Board execute the FTZ Operator Agreement and issue a Grantee Sponsorship Letter with ISVAL USA, Inc.

Schedule

September 22, 2025: GIFTZ Board reviewed ISVAL’s request and recommended approval of FTZ sponsorship.
October 17, 2025: Upon approval, IAA Board execution of the FTZ Operator Agreement and issuance of a Grantee Sponsorship Letter for ISVAL.

Revenue and/or Operating Cost Implications

Revenue:

Grantee fees are publicly posted in the Zone Schedule (FTZ rates & charges document).

ISVAL is anticipated to pay \$24,000 annually for grantee fees.

Operating Cost:

Annual direct costs associated with the ISVAL Operating Agreement equate to \$5,200.00 to service this account.

Decision Making Process / Alternatives

- To execute the FTZ Operator Agreement and issue the Grantee Sponsorship Letter, as requested by ISVAL.
- To not execute the FTZ Operating Agreement and not issue the Grantee Sponsorship Letter; however, this would leave ISVAL without FTZ sponsorship of their distribution site that is located within the Authority's FTZ service area.

Recommendation

Consider for approval an FTZ Operator Agreement and the issuance of a Grantee Sponsorship Letter for ISVAL USA, Inc. to facilitate access to the federal FTZ program.



**BOARD MEMO – MAXIFORCE, INC.
FOREIGN TRADE ZONE (FTZ) OPERATOR AGREEMENT &
GRANTEE SPONSORSHIP LETTER**

To: IAA Board of Directors
From: Marsha Wurster, Sr. Director of Commercial Enterprise
Date: October 1, 2025
Board Date: October 17, 2025
Subject: FTZ Operator Agreement & Grantee Sponsorship Letter (GSL) with Maxiforce, Inc.

Background

Maxiforce, Inc. (Maxiforce) has requested access to the FTZ program to leverage the financial and logistical benefits of the program. Maxiforce is a global importer and exporter of diesel engine parts that distributes its products throughout the U.S.

Maxiforce is seeking FTZ designation at its facility, which resides in Madison County, located at 1424 Abraham Drive, in Anderson, IN. The facility is 19,780 square feet and its campus occupies approximately 0.452 areas.

Maxiforce currently employs 7 FTEs at this facility and has an annual payroll of approximately \$710,000. Maxiforce plans to increase by 4 FTEs after its activation.

Scope

Staff requests that the IAA Board execute the FTZ Operator Agreement and issue a Grantee Sponsorship Letter for Maxiforce.

Schedule

September 22, 2025: GIFTZ Board reviewed Maxiforce’s request and recommended approval of FTZ sponsorship.
October 17, 2025: Upon approval, IAA Board execution of the FTZ Operator Agreement and issuance of a Grantee Sponsorship Letter with Maxiforce.

Revenue and/or Operating Cost Implications

Revenue:

Grantee fees are publicly posted in the Zone Schedule (FTZ rates & charges document).

Maxiforce is anticipated to pay \$24,000 annually for grantee fees.

Operating Cost:

Annual direct costs associated with the Maxiforce Operating Agreement equate to \$5,200.00 to service this account.

Decision Making Process / Alternatives

- To execute the FTZ Operator Agreement and issue the Grantee Sponsorship Letter, as requested by Maxiforce.
- To not execute the FTZ Operating Agreement and not issue the Grantee Sponsorship Letter; however, this would leave Maxiforce at risk of relocating and without sponsorship of their proposed FTZ distribution site that is located within the Authority's FTZ service area.

Recommendation

Consider for approval an FTZ Operator Agreement and the issuance of a Grantee Sponsorship Letter with Maxiforce, Inc. to facilitate access to the federal FTZ program.



BOARD MEMO - CONTRACT 2025 EXTERNAL AUDIT

To: IAA Board of Directors

From: Toby McClamroch, Chair, Finance and Audit Committee

Date: September 19, 2025

Board Date: October 17, 2025

Subject: Contract with Forvis Mazars, LLP (formerly FORVIS LLP) for the audit of the Indianapolis Airport Authority’s financial statements for the year ended December 31, 2025

Background

In 2024 Forvis Mazars LLP (“Forvis”) provided audit services fee commitments for the 2024-2026 audit years:

2024	\$150,000
2025	\$157,500
2026	\$165,400

The Finance and Audit Committee reviewed and discussed the three-year proposal before recommending Forvis Mazars LLP be engaged to perform the 2025 audit.

Scope

Approve a not-to-exceed contract for financial auditing services of the Indianapolis Airport Authority’s 2025 financial statements and associated internal control and compliance reports as required under the U.S. Office of Management and Budget (OMB) Compliance Supplement applicable to each of IAA’s major federal award programs.

Schedule

Interim work for the 2025 audit will begin in November 2025, while final fieldwork for the audit is expected to begin early February 2026 and continue through March 2026.

Forvis Mazars, LLP is committed to ensuring staff continuity on the IAA engagement, providing partner oversight with airport audit experience and expertise, and providing staff at all levels with governmental auditing experience.

Recommendation

Consider for approval an engagement with Forvis Mazars, LLP for the audit of the Indianapolis Airport Authority’s financial statements for the year ended December 31, 2025, in an amount not to exceed \$157,500.00.



BOARD MEMO – ON CALL CONTRACT AWARD

To: IAA Board of Directors

From: Keith Berlen, Senior Director of Operations & Public Safety

Date: October 3, 2025

Board Date: October 17, 2025

Subject: Approval of Contract Award with R.A.S.K. & Associates, Inc. for Snow Removal Services for the Airport Parking Lots at Indianapolis International Airport

Background

On August 8, 2025, IAA staff issued a Request for Proposals (RFP) for snow removal services for the Airport Parking Department to secure a reliable, safe, professional, and qualified snow removal provider.

The RFP had a bid submission deadline of September 10, 2025, @ 10:00 am. From a pool of 11 potential bidders, the IAA received four (4) bid submittals for the service. The IAA's evaluation team reviewed the submittals to ensure they met the necessary specifications. Of the four (4) submittals, R.A.S.K. & Associates was selected as the lowest responsive and responsible bidder. R.A.S.K. & Associates held the previous contract for snow removal services for the Airport Parking Department lots.

Scope

This project's scope is to provide on-call snow removal services for the Airport Parking Lots for a cumulative term not to exceed five (5) years. The initial term will be for three (3) years, with a two one (1) year renewal options.

Budget

Funds have been approved in the airport operating budget, and the annual fee is determined by services rendered, controlled by weather conditions encountered in a season. Total spend for the previous three snow seasons is as follows:

2022/23 - \$81,654.54
2023/24 - \$80,732.69
2024/25 - \$149,389.91

Schedule

Upon execution of the contract, it will become effective on November 1, 2025. When contacted by the IAA, personnel and snow equipment shall respond within two (2) hours of being notified.

Recommendation

The IAA staff has reviewed the proposals and recommends that the IAA Board consider for approval an award of contract with R.A.S.K. & Associates, Inc. for on-call snow removal services for the Airport Parking Lots at Indianapolis International Airport.



Indianapolis Airport Authority

BOARD MEMO – AMENDMENT

To: IAA Board of Directors

From: Jarod Klaas, P.E., Senior Director of Planning and Development

Date: September 16, 2025

Board Date: October 17, 2025

Subject: Approve Amendment No. 1 to the DLZ Indiana LLC, On-Call Contract for Shuttle Bus Replacement (Install Three Bus Chargers) 2024 & 2025 at Indianapolis International Airport (Project No. I-25-023)

Background

This project was developed to implement low-emission technology within the IND system by replacing petroleum emission sources with a clean alternative fuel.

This phase of the project will install three (3) new bus charging stations by the IAA PARCS Building 616, to support new electric buses previously ordered as part of this project.

On February 4, 2025, DLZ Indiana LLC presented a proposal to provide professional services, including bidding documents, design, and construction administration for the Shuttle Bus Replacement (Install Three Bus Chargers) 2024 & 2025 Project No. I-25-023. This work was part of Task Order No. 1 on DLZ's 2025 On-Call contract. As the project progressed, design revisions were required to allow the infrastructure to more efficiently support the new chargers.

On July 2, 2025, IAA requested revisions to the previously submitted 100% Construction Documents to incorporate additional infrastructure to provide faster charging of electric busses.

On August 1, 2025, the Sr. Director of Planning and Development approved Task Order No. 9 under DLZ Indiana's 2025 On-Call Professional Services Contract with the IAA and supplements ongoing work previously authorized under Task Order No. 1. This Task Order, however, fully depletes the 2025 On-Call contract funds and falls short of providing the services necessary to complete the additional work. The 2025 DLZ On-Call contract amount will need to be increased by \$12,000 to complete the work.

Scope

This Amendment No. 1 increases the amount of DLZ Indiana LLC’s On-Call Contract by \$12,000 for design fees to complete the design for the installation of the three bus chargers. The term of DLZ Indiana LLC’s 2025 On-Call Professional Contract will be extended from December 31, 2025, to June 30, 2026.

Budget

DLZ Indiana LLC’s Professional Services contract amendment No. 1 is \$12,000, which is within the approved 5-year Project Budget for Shuttle Bus Replacement (Install Three Bus Chargers) 2024 & 2025.

Shuttle Bus Replacment (Install Three Bus Chargers) 2024 & 2025

Design (DLZ 2025 On-Call T.O. 1)	\$	45,593.00
Design (DLZ 2025 On-Call T.O. 9)		2,314.00
Supplier (Gillig)		2,398,800.00
Supplier (Gillig)		2,398,800.00
DLZ Indiana LLC 2025 On-Call Contract Amd. No 1		12,000.00
Advertisement		92.58
Total Anticipated Project Cost	\$	4,857,599.58

This project will be 100% Airport cash funded.

Schedule

The contract term will be extended by Amendment No. 1 to June 30, 2026.

Recommendation

Staff recommends the IAA Board of Directors consider for approval Amendment No. 1 with DLZ Indiana LLC to increase their 2025 On-Call contract in an amount not to exceed \$12,000.



Indianapolis Airport Authority

BOARD MEMO – CONTRACT AWARD

To: IAA Board of Directors

From: Marsha Wurster, Senior Director, Commercial Enterprise
Jarod Klaas, P.E., Senior Director of Planning and Development

Date: October 7, 2025

Board Date: October 17, 2025

Subject: Award a Construction Contract to Abel Construction Company, Inc. for Rebid of Restroom Renovations, Phase I at Indianapolis International Airport (Project No. I-23-074)

Background

Expansive research, including JD Power and national airport customer experience data, identifies restrooms and ambiance as the top indicators of customer satisfaction at airports. Since the opening of the midfield terminal facility in 2008, there have only been minor repairs made within the restrooms of the Terminal, Concourses, and Ground Transportation Center at IND; however, in the interim there have been many advancements in products, materials, and customer expectations for airport restroom facilities. This project will update our facilities to current industry standards, improve maintenance capabilities and enhance positive customer experiences for IND Passengers.

Following a public solicitation, the Indianapolis Airport Authority (IAA) Board of Directors approved a contract with The Etica Group, Inc. in April 2023 for conceptual design, schematic design, and development of a construction budget. In conjunction with Etica’s design team, a broad representation of IAA staff, including those responsible for ongoing maintenance and operations, as well as guest experience, planning & development, etc. invested significant time researching materials and best practices in restroom design and functionality.

IAA staff reviewed conceptual designs with the IAA Board’s Terminal Optimization Committee and with their support, proceeded to the full Board where an amendment was awarded in 2024 to the Etica Group for design, bidding, and construction administration for the Restroom Renovation project.

Following development of detailed design plans and specifications, the project was released for bidding in late February 2025 with bids due on April 10, 2025. No bids were received.

Subsequently, IAA staff held a contractor outreach session to solicit information from the contracting community to understand the obstacles in bidding this project. IAA Staff and design team discussed results of the outreach and made several adjustments to the plans and specifications, including dividing the project into two phases.

Following the development of revised plans and specifications by the Etica Group, the IAA Executive Director authorized the public bidding process for Rebid of Restroom Renovations, Phase I at Indianapolis International Airport, which included 14 total - pre-security Terminal / Ground Transportation Center restrooms and 9 family restrooms.

On September 16, 2025, the IAA staff received seven bids. The project contained a base bid and two alternates. This contract consists of the base bid and Alternate 1 for accent lighting at the restroom entrances. The bids for base bid and Alternate 1 ranged from \$7,256,093.00 to \$10,558,502.00. Abel Construction Company, Inc. was the lowest responsive and responsible bidder in the amount of \$7,256,093.00 for the base bid Alternate 1.

In addition to the contract amount, IAA staff is requesting a construction reserve of 10% of the total contract amount for this project. A construction reserve has been previously approved by the IAA Board of Directors on other projects and successfully implemented to ensure timely approval of minor changes necessary due to unforeseen conditions and circumstances. There are sufficient dollars within this project's budget to accommodate the funding of a construction reserve. Change orders exceeding the construction reserve will be submitted to the IAA Board of Directors for approval.

Plans and specifications for Phase 2 of the Restroom Renovations are being developed and will be issued following an adequate time for lessons learned from Phase I.

Scope

This work includes the demolition and construction for the renovation of (14) public restrooms and (9) family restrooms in the Terminal and Ground Transportation Center.

Budget

The Phase I construction contract is \$7,256,093.00, which is within the approved 2026 Capital Budget for Restroom Renovations at Terminal and Concourses. The total Restroom Renovations Project Budget for all restrooms is currently \$16,862,000.00 spread over 2025 – 2027.

Restroom Renovations

Contract Amount (including 10% reserve)	\$	7,981,702.30
Design		1,759,285.00
Misc. Design, Advertisements for Bid		13,466.50
Total Anticipated Project Cost	\$	9,754,453.80

The construction will be debt funded.

Recommendation

The IAA Staff recommends the IAA Board of Directors consider for approval an award to contract to Abel Construction Company, Inc. for Rebid of Restroom Renovations, Phase I at Indianapolis International Airport in an amount not-to-exceed \$7,256,093.00 plus a 10% construction reserve of \$725,609.30 for a total of \$7,981,702.30. Abel Construction Company, Inc. was the lowest responsive and responsible bidder.

IAA BOARD APPOINTMENTS

Board Member:	Appointment Date:	Appointed By:	Expires:
Barbara Glass	01/30/2024	Mayor's Office	12/31/2027
Eric Dozier	02/15/2023	Mayor's Office	12/31/2026
Toby McClamroch	01/01/2025	Mayor's Office	12/31/2028
Mamon Powers III	01/01/2025	Mayor's Office	12/31/2028
Jeffrey Gaither	09/15/2021	Mayor's Office	12/31/2025
Tamika Catchings	08/16/2022	Mayor's Office	06/30/2026
Brett Voorhies	02/05/2024	City-County Council (Indianapolis)	12/31/2027
Kurt Schleiter	01/07/2025	Hancock County	12/31/2027
Duane Gibbs	12/26/2022	Hendricks County	12/31/2026
Steven Dillinger	01/01/2024	Hamilton County	12/31/2027
Ryan Goodwin	01/03/2023	Morgan County	12/31/2026

Officers:	Position:	Appointment Date:	Appointed by:	Expires:
Barbara Glass	President	1/17/2025	IAA Board	12/31/2025
Steve Dillinger	Vice President	1/17/2025	IAA Board	12/31/2025
Mamon Powers	Secretary	1/17/2025	IAA Board	12/31/2025
Brian J. Tuohy. Esq.	IAA Board Counsel	1/17/2025	IAA Board	12/31/2025
Robert Thomson	Treasurer	1/17/2025	IAA Board	12/31/2025