

Tampa-Hillsborough County Expressway Authority  
Minutes of the June 23, 2025, Board Meeting  
1104 E. Twiggs Street  
Tampa, FL 33602

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The Tampa-Hillsborough County Expressway Authority held a public meeting at 1:30 p.m. on June 23, 2025, at THEA Headquarters, 1104 E. Twiggs Street in Tampa Florida. The following were present:

**BOARD:**

Vincent Cassidy, Chairman  
Bennett Barrow, Vice Chairman  
John Weatherford, Secretary  
Mayor Jane Castor, City of Tampa  
Justin Hall, FDOT District 7 Secretary

**STAFF:**

Greg Slater	Julie Aure
Jeff Seward	Gary Holland
Amy Lettelleir	Pedro Leon
Tim Garrett	Emma Antolinez
Gregory Deese	Brian Ramirez
Keisha Boyd	Brian McElroy
Bob Frey	Judith Villegas
Shari Callahan	Anna Quinones
Charlene Varian	Felipe Velasco
Chaketa Mister	Lisa Pessina

**OTHERS:**

Christina Matthews, WSP	Carlton Houston, Ardmore Roderick
Scarlett Sharpe, WSP	Kim Ragan, Arthur J. Gallagher
Sally Dee, Playbook	Steve Williams, Infotect
Sarah Lesch, Playbook	Jaimie Scranton, Loop Capital
Maddi Baptiste, Playbook	Len Becker, HNTB
James Drapp, HNTB	Brad Jones, Infotect
Hope Scarpanoto, PFM	Natascha Joseph, Infotect
Brent Wilder, PFM	Joey Roselli, American Structurepoint
Joe McConnell, WSP	Steve Schnell, HDR
Rick Patterson, Raymond James	Alex Bourne, RS&H
Rachel Ebner, American Structurepoint	Stephanie McQueen, HDR
Jonathan Tursky, TransCore	David Franklin, Quest
Dylan Albergo, TLP	Tim Schock, Parsons

Chairman Cassidy called the meeting to order at 1:30 pm followed by the Pledge of Allegiance.

**Public Input/Public Presentations** – There was no public input.

**Discussion/Action Items**

**Budget and Finance, Commissioner Cepeda, Committee Chair – Jeff Seward, Chief Financial Officer**

**1. Adoption of the THEA Work Program – Fiscal Year 2026**

Mr. Seward presented a summary of the FY2026 Capital Work Program, noting that THEA has moved to a more strategic, tactical and data-driven approach to identify projects that meet current and future demand requirements, and lay the groundwork for both future expansion and a state of good repair of THEA’s assets.

He further explained that the FY2026 Capital Program represents a stated, linear approach to project implementation based on need and funding requirements and pointed to the following major projects which are now represented in THEA’s ability to deliver:

- South Selmon Capacity
- Whiting
- East Selmon Phase 1
- ITS System Deployment
- OBOS
- RTCS
- 12<sup>th</sup> Street Park
- Meridian Health Trail
- US 301 PD&E
- Development of THEA Real Estate assets

Mr. Seward pointed out that in the development of the FY2026 Capital Program, the focus was investment to manage the growth and changing dynamics in the region. In addition, the program continues to invest in foundational data aspects to get the 360-degree view of our system for precise and streamlined investment, and it invests in programs associated with the diversification and expansion THEA has been moving forward.

Finally, he noted that two projects were added since what the Board was presented in May, resulting in a \$662,685M increase.

The requested action is for Board approval of the FY2026 Capital Work Program.

***Chairman Cassidy requested a motion to approve. Mr. Barrow moved approval, seconded by Mr. Weatherford.***

***The motion passed unanimously.***

## 2. Adoption of Fiscal Year 2026 Operating, Maintenance and Administrative Budget

Mr. Seward presented the FY2026 budget, noting that this budget represents the lowest year-over-year growth in operating in over 16 years, while maintaining a high performing organization and, not only supporting a robust \$141.5M capital program, but also maintaining current THEA assets in an elevated state of good repair. The key drivers in developing this budget consisted of a balance between growth in operating expenses and the management of key debt service measurements and ensuring a fresh look at the level and delivery of service from the departments to ensure activities meet the objectives outlines in THEA's Strategic Blueprint.

Mr. Seward presented the final budget and read Resolution 679 into the record:

**WHEREAS**, the Tampa-Hillsborough County Expressway Authority (the "Authority") is an agency of the State of Florida, established in 1963 pursuant to Chapter 348, Part II, Florida Statutes (the "Act"); and

**WHEREAS**, the Authority has previously adopted its Amendment and Restated Master Bond Resolution on November 19, 2012, as amended and supplemented from time to time (the "Master Bond Resolution")

**WHEREAS**, the Authority has received a Revenue Sufficiency Certificate prepared by its Traffic Engineer who has determined that Net System Revenues are sufficient to meet the coverage requirements set forth in Section 5.07(B) of the Master Bond Resolution;

**WHEREAS**, a line-item balanced budget has been developed pursuant to the requirements set forth in FS 189.06(3), Uniform Special District Accountability Act;

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BOARD OF THE TAMPA-HILLSBOROUGH COUNTY EXPRESSWAY AUTHORITY THAT:

SECTION 1. BUDGET ADOPTION. This Resolution shall be known as the Fiscal Year 2026 Budget Resolution of the Tampa-Hillsborough County Expressway Authority. Said Fiscal Year 2026 budget is summarized in the attachment hereto, labeled as "Exhibit A-1". Said Fiscal Year 2026 budget is fully detailed in the Fiscal Year 2026 Adopted Budget and the line-item revenue and expenditure budgets, which collectively comprise the Adopted Budget of the Tampa-Hillsborough County Expressway Authority and all of which may be reviewed on the Authority's website. The sums provided for in the Fiscal Year 2026 Adopted Budget for the Tampa Hillsborough County Expressway Authority are hereby appropriated upon the terms and conditions set forth hereafter.

SECTION 2. EFFECTIVE DATE. This Resolution shall take effect immediately upon its passage.

Mr. Seward, pursuant to Section (3) of FS 189.016, Uniform Special District Accountability Act, requested the Board to approve Resolution No. 679 to adopt the FY2026 Annual Operating, Maintenance, and Administrative Budget.

*Chairman Cassidy requested a motion to approve. Mr. Barrow moved approval, seconded by Mr. Weatherford.*

*The motion passed unanimously.*

**Operations and Engineering, Bennett Barrow, Committee Chair – Greg Deese, P.E., Director**

**1. Integration of Access Control System for REL Slip Ramps**

Mr. Deese presented an item that would allow for the integration of the slip ramp gates into the Dynac system to provide consistent control and monitoring of the reversible lane switches.

He requested the Board to authorize the Executive Director to execute a task order with Kapsch for \$57,203 from the capital budget to configure, test and integrate the slip ramp gates into THEA's existing access control system.

*Chairman Cassidy requested a motion to approve. Mr. Barrow moved approval, seconded by Mr. Weatherford.*

*The motion passed unanimously.*

**Legal – Amy Lettelleir, Chief Legal Officer**

**1. Approval of Tampa-Hillsborough County Expressway Authority Interlocal Agreement with the Seminole County Tax Collector's Office**

Ms. Lettelleir provided the Board with an update on collections between July 2024 through April 2025 resulting from the established Interlocal Agreements with Tax Collector's offices, which total \$1,541,757. She presented an interlocal agreement with the Seminole County Tax Collector that will allow THEA customers to pay tolls to the Seminole County Tax Collector's office for the release of registration holds and to provide the procedures for remittance and reporting between the parties.

The requested action is for the Board to authorize THEA's Chairman to execute an Interlocal Agreement with the Seminole County Tax Collector's Office.

*Chairman Cassidy requested a motion to approve. Mr. Barrow moved approval, seconded by Mr. Weatherford.*

*The motion passed unanimously.*

The Chairman asked if all counties are now participating. Ms. Lettelleir advised THEA has a ways to go before all 67 counties are on board.

Mr. Slater added that THEA is working with the Hillsborough County Tax Collector's office to allow payment at in-store kiosks. We also recently met with a company that is working with car dealerships to clear registration holds for affected customers purchasing a new vehicle.

**2. Fiscal Year 2026 Commercial Property Insurance, and Crime Insurance, and General Liability Insurance – Chris Connelly and Kim Ragan from Arthur J. Gallagher**

Ms. Lettelleir introduced Kim Ragan with Arthur J. Gallagher to review the proposal for FY2026 Commercial Property and Crime Insurance Coverage for FY2026. Ms. Ragan briefly discussed THEA's program renewals noting that the Infrastructure Property Program provides coverage for roadways, bridges, toll plazas, gantries, field equipment and management center. It includes physical damage to property and loss of revenue for all-other peril type of losses, like fire, lightning, tornadoes, etc., as well as catastrophic perils, such as windstorms and floods.

She pointed out that Zurich has provided competitive terms and pricing to THEA since 2012, and in 2025, Gallagher accessed over 50 markets to explore creative renewal options to diversify from Zurich having 100% placement and to offset the anticipated 2025 renewal premium increase. She continued noting that the total cost of options explored validated Zurich's renewal cost and the renewal premium rate remains significantly lower than that of traditional commercial property program.

Ms. Ragan reviewed the Crime Insurance, which covers losses from employee dishonesty, theft, forgery, fraud, and other financial crimes. Gallagher recommends THEA renew the expiring terms and coverage with Hanover Insurance Group. The 2025 renewal results in a 12% premium decrease.

Finally, she reviewed the Terrorism and Sabotage coverage for property damage and liability due to terrorist acts. Gallagher recommends Lloyds of London, which results in a 2% premium increase.

Ms. Lettelleir requested the Board to approve the binding of the FY2026 Commercial Property Insurance, Crime Insurance, and General Liability Insurance Coverage in the amount of \$1,229,868 from the operating budget.

***Chairman Cassidy requested a motion to approve. Mr. Barrow moved approval, seconded by Mr. Weatherford.***

***The motion passed unanimously.***

**Chairman – Vincent Cassidy**

**1. Executive Performance Appraisals by THEA Board Members**

Chairman Cassidy thanked Board members for submitting their appraisals. He pointed out that all of them were exceptional.

**2. Executive (Chief Executive Officer and Chief Legal Officer) Compensation Review – Jeff Seward, Chief Financial Officer**

Chairman Cassidy explained that he had previously requested Mr. Seward, Chief Financial Officer, to conduct an Executive Compensation analysis to ensure the CEO and CLO have adequate compensation plans.

Mr. Seward presented the results of the analysis noting that there were two distinct questions:

1. Are the Chief Executive Officer and Chief Legal Counsel compensation packages competitive?
2. What types of retention packages or incentives are being used to retain CEOs?

The studies found that the Executive Director current salary exceeds current benchmarks and is well aligned with or above market expectations. The recommendation is to maintain the base salary.

The studies found that the Chief Legal Officer's current salary is competitive but below benchmarks. Salary is not competitive when compared to those positions that include the addition of other organizational administrative duties, such as the case with THEA's Chief Legal Officer who has management oversight of Human Resources, Contracts, and Procurement.

The studies recommend both an upward adjustment to bring this role into closer alignment of the market and reflective of the additional responsibilities, and an upward adjustment to THEA's 457 contribution for the Chief Legal Officer.

Regarding retention packages, the studies indicate there is no one incentive tool that is used exclusively for Chief Executive Officer retention. Organizations reviewed use a series of bonuses, allowances, and additives to retirement savings, with the latter being the most prominent – better known as supplemental executive retirement plans (SERPS). The recommendation for this item is to provide the CEO a retention incentive in the form of an additional retirement account similar to the incentive that was provided to the former CEO – establishment of a 457(f) retirement account that the CEO would gain access to upon completion of five years of continuous employment with THEA, with the option for the Board of Directors to add two years.

Chairman Cassidy summarized the requested action – to compensate our Chief Legal Officer with an increase in base pay and an increase in the contribution to the 457; and approve a five-year retention plan for our CEO, with an option for the Board to extend.

The Chairman pointed to the importance of retaining the CEO as we move forward with a \$751M work program during the next 5-7 years.

*Chairman Cassidy requested a motion to approve. Mr. Barrow moved approval, seconded by Mr. Weatherford.*

*The motion passed unanimously.*

Before moving on to the consent agenda, Chairman Cassidy congratulated Mr. Slater for being named Business Leader of the Year by the South Tampa Chamber of Commerce.

## **Consent Agenda**

- A. Approval of the Minutes of the May 19, 2025, Board Meeting**
- B. Approval of Board Member Travel – TEAMFL – July 9-11, 2025**
- C. SWE Analytical Bridge Model – Hardesty & Hanover - \$159,188**
- D. IT Configuration to extend Fiber to Dynamic Message Signs (DMS) and Changeable Message Signs (CMS) – Metric Engineering - \$66,232**
- E. Approval of Ongoing Capital Project Task Work Orders – FY26**
  - 1. US 301 PD&E Planning Support – WSP - \$249,286
  - 2. Performance-based Planning – WSP - \$247,683
  - 3. Systemwide Traffic Operations & Analytics – RS&H - \$132,165
  - 4. RITIS/INRIX XD – UMD CATT Lab - \$380,345
  - 5. ESRI Advantage Program – ESRI - \$113,900
  - 6. ITS Master Plan – HNTB - \$250,000
  - 7. US 301 PD&E Engineering Review Support – HNTB - \$214,860
  - 8. Meridian Avenue Refresh Support – HNTB - \$140,000
  - 9. Asset Management Development – HNTB - \$2,900,000
  - 10. Post Tensioned Bridge Asset Management Development – HNTB – \$242,000
  - 11. Advanced Traffic Management System (ATMS) Support – HNTB - \$454,123

*Chairman Cassidy requested a motion to approve consent items. Mr. Barrow moved approval, seconded by Mr. Weatherford.*

*The motion passed unanimously.*

## **Staff Reports**

### **A. Operations & Engineering – Greg Deese, P.E., Director**

Mr. Deese provided a progress report on the East Selmon Wrong-Way Driving Project where THEA is installing wrong-way detection devices on the ramps. The contractor is at about 43% completion and at about 47% of budget. He then gave an update on the East Selmon DMS Fiber Upgrade Project, noting that this project will help us prepare for the ITS project we are pursuing later this year. We are at about 43% for contract time and 20% of budget. Mr. Deese pointed out this is due to some troubleshooting that has been worked out. This project will finish on time and on budget.

### **B. Planning & Innovation – Bob Frey, Director**

Mr. Frey gave an update on the US 301 Pre-PD&E Study findings. Traffic and Safety findings show this project can provide greater capacity to support 30% more trips while reducing delays at 46% of intersections. He also reported that toll roads could decrease delays by 33% at grade on the existing US 301. THEA will continue to work closely with FDOT and Hillsborough.

Mr. Frey pointed out that the modeling shows that conditions will continue to worsen as we experience growth in the south county area. From a traffic and safety perspective, a managed toll lane could save up to 81% of travel time during peak periods. He briefly discussed the safety analysis, noting this is a high crash area with over 2,900 crashes in a five-year period. These were predominantly rear-end crashes, which are indicative of congestion.

Mr. Frey discussed the community engagement thus far. The team also presented to five homeowners' associations, held three public workshops, and collaborated with Plan Hillsborough on Community Plan Update meetings. THEA conducted a survey yielding 7,213 responses, with 95% of respondents supportive of a PD&E Study for US 301. He then highlighted some of the comments heard during this process.

The Chairman asked about the three public workshops held in December 2025. Mr. Frey clarified that date should read 2024.

Mr. Frey stated that an RFP has been issued for a PD&E Firm, and a shortlist will be presented to the Board in August.

Mr. Slater added that this information will be provided to the County Commissioners in the coming months.

**C. Toll Technology & Customer Experience – Gary Holland, Manager**

Mr. Holland presented the transaction update from May, reporting 7,001,590 total transactions for the month. Average weekday transactions continue to climb with reversible express lanes seeing an increase of 15.5% year over year. This is largely due to the slip ramps. Finally, of the processed toll transactions, 66% were SunPass and 34% were toll-by-plate.

**D. Communications and Community Engagement – Keisha Pickett Boyd, Director**

Ms. Pickett Boyd began her update for the Communications Team by announcing that the South Tampa Chamber has recognized Mr. Slater as the 2025 Business Leader of the Year. She also highlighted speaking engagements, panel discussions, and community events that Mr. Slater and other staff participated in.

Finally, she highlighted the news coverage, publicity metrics and social media statistics, noting \$168,077 in earned media from April 15 to June 17.

## **Executive Reports**

**E. Executive Director – Greg Slater, Executive Director**

**1. Contract Renewals and Expirations**

Mr. Slater reported that THEA has one contract renewal - it is the second one-year renewal with Ballard Partners for Government Relations Services.

He also reported six contract expirations:

- Consor Engineering and KCA for Miscellaneous Design and CEI Services
- Kapsch Traffic for Access Control System in Support of the REL Services
- Playbook Public Relations and Vistra Communications for Marketing and Communication Services
- Yunex for Miscellaneous Emerging Technology

**2. Director's Report – Mr. Slater highlighted the following in his report:**

- Hurricane preparations are now complete. This year we did our normal prep but also focused a bit more on the drainage ditches along CSX. On the operational side, we did a comprehensive review of operations and procedures, have the new generator in place, new roofs on the HQ and toll plazas and adjusted based on the after action from last year.
- In a few weeks he will travel to Tallahassee for our annual presentation to the Florida Transportation Commission. They are a year behind, so THEA is reporting on FY2024. Submittal highlights include:

- THEA maintained A+ and A2 ratings from S&P and Moody's
- Debt service ratio: 2.62
- Assets totaled \$1.6 billion with \$873M in total liabilities
- MRP Rating 94 overall (consistently between 94-96 over the past 5 years)
- Pavement Condition and Bridge Structure Ratings remain at 100%
- Vehicle miles traveled increased by 8.8 million from FY 23 to more than 440 million
- Toll transactions increased by almost 3 million from FY 23 to over 78 million
- Cost to collect is down around 12-13 cents
- THEA met 100% of the performance measures laid out by the commission

Mr. Slater also reported some upcoming daytime closures on the Selmon Expressway on Sunday 7/13, Sunday 7/20, and closures on Twiggs Ave. on Sunday 7/27 to replace overhead signs. These closures will be from 7:00 am – 4:00 pm.

He then gave a TEAM update, noting that THEA has hired two USF engineering students as part of the Lee Roy Selmon STEM Internship Program - Daniel Neil and Giovane Dos Santo. Both are rising seniors in the USF Engineering program. Daniel is studying Civil Engineering and Giovane is studying Industrial Engineering.

Finally, Mr. Slater thanked the Board for all the hard work this past fiscal year. He outlined some of the many accomplishments: new tools and programs added to help guide THEA into the future; key members added to the team; a \$750M work program with \$692 million in construction makes a huge impact on a community.

He added that this time next year we will be deep in the planning for 301, deep in the final design for Whiting Street, about halfway into the new operational back office (OBOS) and in the mobilization process ready to start some construction activities for South Selmon. Mr. Slater thanked the Board, stating that none of these accomplishments are possible without their leadership, guidance, and support.

**B. Chief Legal Officer – *Amy Lettelleir, Esq.***

Ms. Lettelleir had nothing to report but thanked the Board for all of their support over the past year.

**C. Chairman – *Vincent Cassidy***

**1. Upcoming Meetings**

- Board Workshop – July 14, 2025 - Cancelled
- Board Meeting – July 28, 2025 - Cancelled
- Board Workshop – August 11, 2025 - Cancelled
- Board Meeting – August 25, 2025

**Old Business** – There was no old business.

**New Business** – There was no new business.

**Adjournment**

With no further business, the meeting adjourned at 2:18 p.m.

APPROVED:   
Chairman: Vince Cassidy

ATTEST:   
Vice Chairman: Bennett Barrow

**DATED THIS 25th DAY OF AUGUST 2025.**