

Tampa-Hillsborough County Expressway Authority
Minutes of the December 1, 2025, Board Meeting
1104 E. Twiggs Street
Tampa, FL 33602

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

BOARD:

Vincent Cassidy, Chairman
Bennett Barrow, Vice Chairman
Cody Powell, Member
L.K. Nandam, Member
Commissioner Chris Boles, Member
Mayor Jane Castor, Member
FDOT Dist. Secretary, Justin Hall, Member

STAFF:

Greg Slater	Gary Holland
Amy Lettelleir	Brian McElroy
Tim Garrett	Judith Villegas
Jeff Seward	Chaketa Mister
Greg Deese	Anna Quinones
Raul Rosario	Lisa Pessina
Keisha Boyd	Pedro Leon
Bob Frey	Toni Atkinson
Shari Callahan	Rachel Lord
Charlene Varian	Giovane dos Santos

OTHERS:

Lenny	Laura Crouch, Playbook
Ron Caldi, Atkins Realis	Sarah Lesch, Playbook
Stephanie Claytor, Quest	Maddi Baptiste, Playbook
Max Longbottom, Gloval-5	Scott Chase, Webber
Lori Buck, Quest	Ricky Grogan, Archer Western
Rick Patterson, Raymond James	Tom Delaney, Atkins Realis
David Hubbard, EXP U.S. Services	Christina Matthews, WSP
Morgan Reed, EXP U.S. Services	Scarlett Sharpe, WSP
Doug Draper, BofA	Len Becker, HNTB
Sally Dee, Playbook	Alex Bourne, RS&H
Jonathan Tursky, TransCore	

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.

Consent Agenda

Approval of the Minutes of the October 27, 2025, Board Meeting

Chairman Cassidy requested a motion to approve the consent agenda. Mr. Barrow moved approval, seconded by Mr. Powell. The motion carried unanimously.

Discussion/Action Items

Planning and Innovation – Bob Frey, Director

1. Project Development & Environmental (PD&E) Study Estimate Approval – US 301 PD&E

Mr. Frey presented the US 301 PD&E Study Estimate. He noted that the study will assess the needs and evaluate alternatives for the US 301 Corridor. This action is to approve a task order with H.W. Lochner, Inc., to perform the PD&E Study. The ward of the contract was approved by the Board on September 22, 2025.

The requested action is for the Board to authorize the Executive Director to execute a task order with H.W. Lochner in an amount not to exceed \$12,900,000 from the capital budget.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell.

Chairman Cassidy asked what period of time this expenditure covers, and the number of miles involved. Mr. Frey noted that the PD&E process will take 3-4 years. The contract is for 5 years and covers post study services. The study corridor is 16.5 miles.

Mr. Slater added that if the project moves to construction, implementation will occur in several phases, giving us the ability to pull the first phase or two out before the PD&E is completed, like what we did with the slip ramp project.

The motion carried unanimously.

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

1. Meridian Pond Restoration - Webber

Mr. Deese discussed an issue that THEA has identified regarding the need to improve drainage performance on Meridian Avenue. To address the issue, it is necessary to clean and re-grade the retention pond. He noted that this project came out of the drainage video study the Board approved a couple of months ago.

The requested action is for the Board to authorize the Executive Director to execute a task order with Webber for pond cleaning and grading activities in the amount of \$61,809 from the capital budget.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell. The motion carried unanimously.

2. South Selmon Capacity Project ASAP Study Phase – Archer Western

Next, Mr. Deese reviewed the SSCP Board Request Tracker, noting that he would share this table with the Board to keep them informed of approved requests and requests they can expect in the future. He then presented a request for funding of the South Selmon Capacity Project (SSCP) Accelerated Scope Augmentation Phase (ASAP) to determine the viability and cost of potential scope additions and modifications that would benefit THEA, such as operational improvements on our ramps or potential cost savings.

The requested action is for the Board to authorize the Executive Director to execute a task order with Archer Western for the ASAP items in the amount of \$416,885 from the capital budget.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell.

Mr. Slater added that the focus of the ASAP team is to look at multiple ways to address things like drainage issues and how we can tackle the design of the signature bridge at the Hillsborough River. These items can be done during major construction without huge cost implications.

The Chairman expressed his desire for the bridge to become an iconic gateway to our city.

The motion carried unanimously.

Toll Technology and Customer Experience – Raul Rosario, Director

1. Operational Back-Office Implementation Phase Support BCC

Mr. Rosario made note that there are two support items on the agenda, one with BCC and one with HNTB. He presented a spreadsheet indicating which firm is responsible for each of the support items. He then presented the first item – a request for a task order with BCC for the Operational Back-Office Implementation Phase Support. He noted that BCC will provide toll expert technical consulting services in support of the OBOS initiative through October 2026. In this work, BCC will assist with reviewing data migration and transaction flow design, support the review of system design documentation, evaluate test plans, scripts, and reporting, and provide oversight during testing activities.

The requested action is for the Board to authorize the Executive Director to execute a task order with BCC for OBOS consulting support in the amount of \$260,525 from the capital budget.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell. The motion carried unanimously.

2. Operational Back-Office System Implementation Phase project management and support HNTB

The second item presented by Mr. Rosario was a task order with HNTB, who will provide comprehensive project management and technical support services in the management and oversight of the OBOS Project through June 2026. This work includes the establishment of structured governance, a review of all documents, participation in all project meetings, coordination and tracking of all project requirements, management of testing and validation activities, and support in achieving future transition milestones from the legacy roadside system.

The requested action is for the Board to authorize the Executive Director to execute a task order with HNTB for \$285,385 from the capital budget, to provide consulting support for OBOS implementation.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell. The motion carried unanimously.

Legal – Vince Cassidy, Chair – Amy Lettelleir, Chief Legal Officer

1. Approval of Contractor Selection for the Lakewood Repair Project

Ms. Lettelleir began by showing a photo of the hurricane damage to the retaining wall in need of repair, remediation, and/or replacement of the drainage, sidewalk, and retaining wall on the east side of Lakewood Drive in Brandon. She presented the contractor shortlist recommended by the Evaluation Committee.

Firm	Bid Amount
Sun Civil, LLC	\$236,213.32
Stage Door II, LLC	\$309,681.70
Flores Construction Co.	\$387,512.00
Ajax Paving Industries of Florida, LLC	\$583,424.14

The requested action is for the Board to approve the Evaluation Committee's rankings and direct staff to negotiate a contract with the lowest-bid firm. If negotiations are unsuccessful, staff shall negotiate with the next lowest firm. Contract subject to review and approval by THEA Chief Legal Officer.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell. The motion carried unanimously.

2. Approval of Communications Consultant Services Shortlist

Ms. Lettelleir presented an item to approve the Evaluation Committee's shortlist of firms for Communications Consultant Services.

Firm	Ranking
Playbook	93.33
Quest	89.67
Valerin	86.67
Versant	82.67
Vistra	80.67

The requested action is for the Board to approve the Evaluation Committee's shortlist of firms for the Communications Consultant Services contract and to authorize and direct staff to begin conducting interviews with the shortlisted firms.

Chairman Cassidy requested a motion. Mr. Barrow moved approval, seconded by Mr. Powell. The motion carried unanimously.

Staff Reports

A. Toll Technology & Customer Experience – Gary Holland, Toll Systems Manager

Mr. Holland presented the toll statistics for October 2025.

He reported total transactions at 7,070,446, compared to 6,392,278 the previous year. Average weekly transactions on the West Extension are up 11.1%, 10.5% on the West Mainline, 7.9% on the East Mainline, and 22.3% on the REL. The overall year-over-year transactions are up 10.6%.

The transponder/toll-by-plate transactions are at 67% transponder and 33% toll-by-plate.

Mayor Castor asked if there was a way to track toll-by-plate users by date and how frequently they use the system and use that information to reach out about SunPass. Mr. Holland noted that Toll Operations is working with Communications on a SunPass campaign to do just that.

Mr. Slater added that THEA has sent out a direct mail to customers who fall into this category. We have reached out to several thousand and as of right now, about 1,000 have converted to SunPass.

The Chairman commented that he would like to see not just the cost to process the 33%, but how much of THEA's budget is going to process the video tolls so we can get a sense of where the spend is.

B. IT & Security – *Pedro Leon, IT Manager*

Mr. Leon presented to the Board an update on the Video Wall Project. He gave an overview of the project, discussed the installation process, and provided details on the side wall enhancement. Mr. Leon discussed the system benefits, such as enhanced incident response, regional collaboration, and a future-ready platform that is scalable and integrates with future ATMS and emerging ITS technologies. Finally, he thanked the consultants who worked on the project – HNTB, Infotect, and Metric Engineering.

Mr. Slater added that Ms. Callahan and Ms. Villegas also worked on this challenging project and everyone did an amazing job.

Mr. Slater then asked Ms. Callahan to provide the information requested by the Chairman at the last meeting relative to quantifying the efficiencies gained with the network virtualization enhancement task approved in October.

Ms. Callahan noted that THEA is saving about \$70,000 with the virtualization by eliminating the need to purchase physical servers for each project. She pointed to additional savings of approximately \$75,000 for projected projects, noting that new project servers will be handled by our virtualized network - a virtual machine costs less in hardware and labor.

She noted additional non-financial efficiencies gained through the virtualization, including:

- Greater agility without major infrastructure overhauls.
- Streamlined disaster recovery
- Enhanced Security capabilities such as:
 - Detailed segmentation of workloads, reducing lateral movement in case of a breach.
 - Unified monitoring and logging.
 - Application of policies at the virtual machines
 - Rapid restoration of systems, minimizing downtime and protecting critical data.
 - Easy to implementation of end-to-end encryption.

Executive Reports

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

1. Director's Report

Mr. Slater highlighted the following:

- The FAV Summit was a success. THEA was featured, along with other toll authorities, for the innovative work we are all doing.

- MacDill AFB won the Abilene trophy this year. This trophy is awarded to the base that has the most supportive community. THEA worked closely with Larry Martin and the defense alliance to include all the support THEA provides the military community.
- THEA successfully implemented an application programming interface change that allows us to perform real-time registration hold releases, eliminating the need for batch processing.

Reporting on Team THEA, Mr. Slater announced that he will be in front of City Council to provide an update on the South Selmon Capacity Project. He also noted he will be traveling to D.C. next week for a National Academy of Sciences workshop.

He highlighted some of THEA's accomplishments over the course of the year, including:

- New Staff – THEA hired 4 new staff members – Raul Rosario, Director of Toll Technology and Customer Experience and Greg Deese, Director of Operations and Engineering, Krishna Rentala, Business Analyst in the Tolls Department and Rachel Lord, Project Document Manager in our Procurement Department.
- South Selmon Capacity Project - Selected and contracted the South Selmon Capacity Project Contractor – a game changing project for our customers and the largest project for THEA since the Selmon West Extension and the largest investment into improving the existing expressway in THEA's history.
- US 301 PD&E - Selected and contracted the US 301 PD&E Consultant – the largest ever PD&E Project for THEA, supporting a significant regional need. He noted that the award of the final design of the Whiting Street project, with its new ramps and grid connection, honors a long-time commitment with the city and solves the backups we all feel from the south into the thriving downtown in the evening.
- Performance-based Asset Management Contractor – THEA established a new Performance-based Asset Management Program with our Asset Management Contractor – paying significant dividends in the condition and appearance of our system with a higher standard of care.
- Operational Back Office (OBOS) - Selected and contracted the OBOS system, which is the first toll system procurement that THEA has ever completed. This project will provide greater insight into our operations and is scheduled to go live in 2027.
- Roadside Toll Collection System (RTCS) – THEA has advertised the RTCS Project, which will replace all our tolling system technology that collects tolls. The project will start the replacement of the roadside toll equipment in 2027.

- Traffic Management Center Video Wall – Near completion of the video wall project in our TMC, incorporating state of the art technology and adding additional capacity with a new side wall.
- Wrong Way Vehicle Detection System Project – WWVDS construction is nearing completion. This project will enhance the safety of the Selmon Expressway through wrong-way driver alerts on every exit ramp east of downtown.

Before moving on, Chairman Cassidy welcomed Commissioner Boles, THEA's newest Board member.

B. Chief Legal Officer – Amy Lettelleir, Esq.

1. Election of Board Secretary

Ms. Lettelleir noted that, with the departure of John Weatherford, the Board needs to elect a new Secretary. She opened the floor for nominations.

Secretary Hall nominated Cody Powell, seconded by Mr. Nandam. By a roll call vote, the motion passed unanimously.

C. Chairman – Vincent Cassidy

1. Upcoming Meetings

- Board Meeting - January 12, 2026
- Board Workshop – February 9, 2026
- Board Meeting – February 23, 2026

Old Business

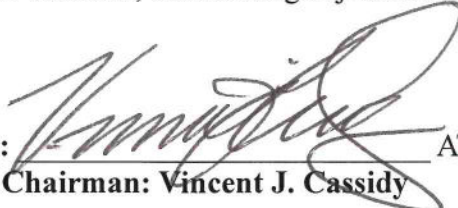
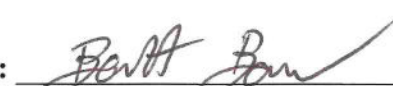
No old business.

New Business

No new business.

Adjournment

With no further business, the meeting adjourned at 1:58 p.m.

APPROVED:  ATTEST: 
Chairman: Vincent J. Cassidy Vice Chairman: Bennett Barrow

DATED THIS 12TH DAY OF JANUARY 2026.