

MINUTES OF EXECUTIVE SESSION MEETING
OF THE BOARD OF COMMISSIONERS OF THE
ST. LOUIS REGIONAL AIRPORT AUTHORITY

February 19, 2026

An executive session of the Board of Commissioners of the St. Louis Regional Airport was held on Thursday, February 19, 2026.

We, the undersigned, being all of the Commissioners of the St. Louis Regional Airport, hereby called an executive session of the Board of Commissioners of the St. Louis Regional Airport to be held without further notice on Thursday, March 20, 2025. On call of the roll, the following Commissioners answered present: Steve Futrell, Karla Harris, Chris Herzog, Brian Keister, Matt Kelly, Robert LaMarsh, and Dave Wilson. Also present were Airport Director Danny Adams and Airport Attorney James Sinclair.

The purpose of the executive session was to discuss the following items in accordance with 5ILCS120/2(c)(1) of the Illinois Open Meetings Act:

Item 1. Employee Matter.

Discovery of Unauthorized Camera in Office Area: Danny reported that last Friday, an unauthorized camera was found and confiscated in the office area used by Jay Grant, who is the designated Safety Officer and Fire Chief, and upon notification, Jay Grant admitted to placing the camera.

Policy Violation and Disciplinary Actions: Danny discussed that Attorney Jim Sinclair was immediately notified. They are determining if placement of the camera constitutes a violation of airport policy, and that disciplinary actions are being considered in coordination with Jim and in accordance with Jay Grant's union contract protections.

Employee Misconduct and Impact on Crew: Jim Sinclair discussed concerns raised by the crew regarding an employee's actions, emphasizing the impact on co-workers and the challenges of addressing the situation within the collective bargaining agreement, with Danny.

Law Enforcement Notification and Process: Jim described the steps taken to notify the Madison County State Attorney's Office about the incident, clarifying that law enforcement will determine further action and that the airport's responsibility is limited to this notification.

Contingency Planning for Employee Duties: Danny discussed contingency plans for covering the employee's duties, considering temporary assignments by Drake or other crew

members, and emphasized the importance of maintaining trust and responsibility during the transition.

Policy and Handbook Considerations: Danny mentioned that the employee handbook states felonies are subject to termination. The board will be kept informed.

Present – Danny Adams, Jim Sinclair, Robert Lamarsh, Dave Wilson, Brian Keister, Steve Futrell, Chris Herzog, Matt Kelly, Karla Harris

Motion – Herzog

Second – Futrell

Matt Kelly

Karla Harris

Steve Futrell

Chris Herzog

Brian Keister

Robert LaMarsh

Dave Wilson