



FlyCarsonCity.com

CCAA BOARD MEMO

Agenda Item: H-2

BOARD MEMO 2026-05

Meeting Date: March 18, 2026

Agenda Title: FOR DISCUSSION: Consideration of a pay increase for Airport Manager. (S. Tackes)

Staff Summary: Annual review of Airport Manager. Per Staff/Airport Counsel evaluation, an increase in the Manager's salary is warranted based on a review of comparable regional salaries, the Airport Manager's performance this past year, and increased demands on him from the increase in airport projects.

Agenda Action: Motion and Approval

Time Requested: 15 Minutes

Proposed Motion

N/A

CCAA'S Strategic Goal

Maintain financial stability.
Maintain positive relationships with the community.
Support economic activity in the region.
Provide for the safety and security of airport users.
Maintain airport infrastructure in top condition.

Previous Action and Executive Summary

June 28, 2021 (Item F-1) – Corey Jenkins hired as the Airport Manager.

February 16, 2022 (Item H-1) – Corey Jenkins was determined to meet the requirements set forth in the Offer of Employment.

February 15, 2023 (Item H-3) – A 10% pay increase was granted to Corey Jenkins

February 21, 2024 (Item H-3) – Corey Jenkins was determined to exceed the requirements

set forth in the Offer of Employment and was granted a salary adjustment to be more competitive with the market rate for an Airport Manager.

February 18, 2025 (Item H-3) – Corey was determined to exceed the requirements set forth in the Offer of Employment and was granted a 5% salary increase.

Over the past year, the airport has continued its strong financial performance while maintaining expanded operational coverage. Additional Airport Operations staff continue to support ongoing improvements in maintenance, security, and wildlife hazard mitigation.

Customer service and security efforts have continued to improve with the support of the Airport Administrative Assistant, who manages airport access control and enforces access and driving regulations under the Airport Manager’s direction. These efforts have contributed to a reduction in trespassing incidents and vehicle incursions while allowing the Airport Manager to focus on priorities identified by the Authority.

The Airport Manager remains actively engaged in the local and regional aviation community, resulting in sustained interest in hangar development and overall airport utilization. Multiple developers are currently in discussions to construct additional hangars, supported by their own independent studies confirming strong demand for hangar space at Carson City Airport.

Custom software solutions developed by the Airport Manager, combined with the support of the Airport Administrative Assistant, have provided the data necessary to proceed with hangar use compliance enforcement. The process is currently under legal review.

The FAA has expressed support for a runway extension following outreach efforts to local, state, and federal partners highlighting the operational need to accommodate the safety requirements of increased jet and turboprop activity.

In addition, Carson City has been engaged to initiate the land transfer process outlined in NRS 844. Meetings with the FAA have resulted in their concurrence for transferring airport land to the Airport Authority.

Financial Information

Is there a fiscal impact?

X No Yes

If yes, account name/number & amount: N/A

Is it currently budgeted?

N/A

Alternatives

N/A

Board Action Taken:

Motion: _____

1) _____

2) _____

Aye/Nay

(Vote Recorded)

Airport Manager Salaries @ Comparable Airports

| State | City | Airport | Salary Range | Date of Data | Based Aircraft | Annual Operations | Budget | STAFF* |
|------------|------------------|---------|--------------------------|--------------|----------------|-------------------|--------------|--------|
| Nevada | Carson City | CXP | \$126,000 | 2025 | 399 | 86,088 | \$1,000,000 | 4 |
| Nevada | Boulder City | BVU | \$106,049 - \$155,891 | 2025 | 252 | 44,521 | \$900,000 | 3 |
| California | Truckee | TRK | \$186,766 - \$274,547 | 2025 | 154 | 35,000 | \$18,000,000 | 27+ |
| Nevada | Reno Stead | RTS | \$118,553 - \$180,200 | 2025 | 185 | 60,000 | N/A | N/A |
| California | South Lake Tahoe | TVL | \$162,760 | 2026 | 24 | 13,863 | \$1,800,000 | 5 |
| Nevada | Elko | EKO | \$111,867 | 2025 | 70 | 34,500 | \$41,800,000 | 6+ |
| Nevada | Minden | MEV | \$104,624 - \$146,494.40 | 2025 | 272 | 90,920 | N/A | N/A |
| Arizona | Sedona | SEZ | \$169,500.00 | 2026 | 63 | 35,000 | \$1,800,000 | 9 |
| Utah | St. George | SGU | \$167,833.09 | 2023 | 195 | 77,158 | \$2,875,440 | 16 |
| Oregon | Bend | BND | \$125,000 | 2026 | 226 | 141,175 | \$2,000,000 | 3 |

| Corey Salary History | | | |
|-----------------------------|---------------|------------------|--------------------------|
| Date | Salary | PERS Rate | PERS Contribution |
| 8/4/2021 | \$ 78,000.00 | 31% | \$ 24,180.00 |
| 2/4/2022 | \$ 81,000.00 | 31% | \$ 25,110.00 |
| 3/1/2023 | \$ 97,200.00 | 31% and 35 | \$ 34,020.00 |
| 3/1/2024 | \$ 120,000.00 | 35% | \$ 42,000.00 |
| 3/1/2025 | \$ 126,000.00 | 35% and 38 | \$ 48,510.00 |

Airport Revenue Over Time

| Revenue | 2021 | 2026 | Percent Annual Increase | Dollar Amount Increase |
|----------------------|---------------|---------------|-------------------------|------------------------|
| Property Tax Revenue | \$ 289,243.00 | \$ 352,628.52 | 18% | \$ 63,385.52 |
| Lease Revenue | \$ 250,635.00 | \$ 482,949.88 | 48% | \$ 232,314.88 |
| Total Income | \$ 539,878.00 | \$ 835,578.40 | 35% | \$ 295,700.40 |