

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
SPECIAL EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE
MINUTES
THURSDAY, MAY 22, 2008
BOARD ROOM**

CALL TO ORDER:

Chairperson Watkins called the meeting of the Executive Personnel and Compensation Committee to order at 9:00 a.m., Thursday, May 22, 2008, in the Board Room of the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE: Thella F. Bowens, President/CEO, led the pledge of allegiance.

ROLL CALL:

PRESENT: Committee Members: Finnila, Miller, Watkins
 Board Members: Zettel

ABSENT: Committee Members: None

ALSO PRESENT: Thella F. Bowens, President/CEO; Breton Lobner, General Counsel; Maritza C. Steele, Assistant Authority Clerk II; Linda Gehlken, Assistant Authority Clerk I

PUBLIC COMMENT: None

NEW BUSINESS:

1. DEVELOPMENT OF A PROCESS TO ESTABLISH CLEAR AND MEASUREABLE PERFORMANCE GOALS FOR THE PRESIDENT/CEO, AUDITOR AND GENERAL COUNSEL:

Jeffrey Lindeman, Director, Human Resources, stated that staff has been working with the consulting firm of Centre for Organizational Effectiveness to develop a process for establishing clear and measurable performance goals for the President/CEO, Auditor, and General Counsel.

Linda Shoob, Centre for Organizational Effectiveness, presented an overview of the Executive Goals and Performance Measures. She stated that the Auditor's goals and performance measures will be reviewed in Closed Session today, and that the President/CEO and General Counsel's will be discussed at the next meeting.

She reviewed executive goals and performance measures key assumptions such as: 1) Starting with eight existing Organizational Goals; 2) Board Members agree there is a need to create clear and measurable goals for the CEO, General Counsel and Auditor; 3) Goals and performance measures should cascade from the executives to the departments to the individual level; and 4) Key organizational processes need improvement in terms of sequence and timing. She reviewed the methodology used for executive goals and performance measures at San Diego County Regional Airport Authority (SDCRAA), and the schedule of events for upcoming meetings. Ms. Shoob stated that the goals were important and time was expanded in this area to ensure cohesive reflection to the job. She stated that a series of questions have been developed that will require feedback from the Committee regarding the sequence and timing of related events; options to measure "behaviors/values"; and options to connect to compensation. In regard to "measure/behaviors/values", Ms. Shoob stated that based on the leadership model being used at the Authority, the 180 degree model is recommended.

In response to Board Member Finnila regarding the meaning of the term "stretch goals", Jeffrey Lindeman, Director, Human Resources, stated that this term relates to one of the competency elements in the reviewing process. He stated that "stretch goals" reflect a continuous goal to move the organization forward.

Ms. Shoob stated that "stretch goals" also refers to exceeding "expected goals."

In response to concerns expressed by Board Member Finnila regarding re-evaluation of the "stretch goals" concept as reflected in the evaluation process of Vice Presidents, Mr. Lindeman stated that this matter could be discussed in more detail during Closed Session since the conversation could be related to concrete examples.

In response to Board Member Miller regarding whether the sample forms received of personnel reviews were examples of 180 degree models, Mr. Lindeman stated that the samples provided were 90 degree examples, and no peer input is included.

In response to Board Member Miller regarding whether discretionary bonuses based on contractual are also capped at ten percent, Mr. Lindeman stated that there is a Consumer Price Index (CPI) factor to be considered.

CLOSED SESSION: The Committee recessed into Closed Session at 9:25 a.m. to discuss Item 2.

**2. PUBLIC EMPLOYEE PERFORMANCE EVALUATION
(Government Code 54957):**

Title: President/CEO, Chief Auditor, General Counsel

REPORT ON CLOSED SESSION: The Committee reconvened into Open Session at 11:35 a.m. Chairperson Watkins stated there was no reportable action, and that discussions would continue on these items on June 19, 2008.

ADJOURNMENT:

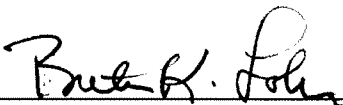
The meeting was adjourned at 11:36 a.m. The next regular meeting will be held on Thursday, June 19, 2008 at 10:00 a.m., in the Board Room at the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL
AIRPORT AUTHORITY THIS 19TH DAY OF JUNE, 2008.



MARITZA C. STEELE, CMC
ASSISTANT AUTHORITY CLERK II

APPROVED AS TO FORM:


BRETON K. LOBNER
GENERAL COUNSEL