

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE  
MINUTES  
THURSDAY, JUNE 19, 2008  
BOARD ROOM**

**CALL TO ORDER:**

Chairperson Watkins called the meeting of the Executive Personnel and Compensation Committee to order at 10:05 a.m., Thursday, June 19, 2008, in the Board Room of the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

**PLEDGE OF ALLEGIANCE:** Bryan Enarson, Vice President, Development, led the pledge of allegiance.

**ROLL CALL:**

PRESENT: Committee Members: Finnila, Miller, Watkins

ABSENT: Committee Members: None

ALSO PRESENT: Breton Lobner, General Counsel; Tony R. Russell, Director, Corporate Services/Authority Clerk; Linda Gehlken, Assistant Authority Clerk I.

**PUBLIC COMMENT:** None

**NEW BUSINESS:**

**1. APPROVAL OF MINUTES:**

**RECOMMENDATION:** Approve the minutes of the March 20, 2008 regular meeting, and the May 2, 2008 and May 22, 2008 special meetings.

**ACTION:** Moved by Board Member Finnila and seconded by Board Member Miller to approve the minutes of the March 20, 2008 regular meeting, and the May 2, 2008 and May 22, 2008 special meetings. Motion carried unanimously.

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

Linda Shoob, Centre for Organizational Effectiveness, provided a status presentation to update the Committee on the progress made to date on

the executive goals and performance measures. She stated that staff is requesting that the Committee recommend that the Board approve the following: 1) Sequence and timing of related events; 2) Measure values/behaviors; and 3) Decisions regarding compensation.

Jeffrey Lindeman, Director, Human Resources, provided an overview of the recommended implementation schedule of events.

In response to Chairperson Watkins regarding whether compensation would be in alignment with the fiscal year, and when it would be awarded, Mr. Lindeman stated that compensation would be assigned by the Board in July for the previous fiscal year.

Board Member Miller requested clarification on the "Schedule of Events" timeline, and in response to his concern regarding whether the Committee needed to complete the performance measures by June, 2008, Mr. Lindeman stated that the timeline would be implemented in its entirety by 2009. He clarified that for the current 2008 year the performance goals for President/CEO, General Counsel, and Chief Auditor were due in March, July and December respectively.

In response to Board Member Miller regarding the terminology and intent of a "selected coach", Mr. Lindeman stated that this component was incorporated for development purpose, and can be used by the employee on an "as needed" basis. He stated that the objective is to provide the employee with an opportunity to have a contact person to assist with feedback.

Ms. Shoob stated that the intent is not for a "selected coach" to provide assistance indefinitely; only for a specific time during the process.

Chairperson Watkins expressed concern regarding the cap on the cost of living increase, and that there is no way to adjust the base compensation higher than the cost of living figure reflected in the contract. He stated that if exceptional work is performed there is no way to reward this above the level of the maximum cap amount.

Board Member Finnila stated that she shared this concern and previously addressed the "stretch goals" concept for this reason at the May 22, 2008 meeting.

Ms. Shoob stated that staff is requesting the recommendations made be accepted by the Committee and forwarded to the Board for approval.

**Action: Moved by Board Member Miller and seconded by Board Member Finnila to recommend that the Board approve the following: 1) Sequence and timing of related events; 2) Measure values/behaviors; and 3) Decisions regarding compensation. Motion carried unanimously.**

**CLOSED SESSION:** The Committee recessed into Closed Session at 10:35 a.m. to discuss Items 3 and 4.

**3. PUBLIC EMPLOYEE PERFORMANCE EVALUATION  
(Government Code 54957):**  
Title: General Counsel

**4. CONFERENCE WITH LABOR NEGOTIATOR:  
(Government Code Section 54957.6)**  
**Authority Negotiators:** Thella F. Bowens, President/CEO and Jeffrey Woodson, Vice President, Administration  
**Employee Organization:** Teamsters 911

**REPORT ON CLOSED SESSION:** The Committee reconvened into Open Session at 1:28 p.m. Breton Lobner, General Counsel reported that there was no formal action taken, that the Committee received reports and matters were taken under submission.

**ADJOURNMENT:**

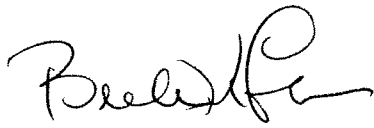
The meeting was adjourned at 1:29 p.m. The next regular meeting will be held on Wednesday, September 17, 2008 at 10:00 a.m., in the Board Room at the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL  
AIRPORT AUTHORITY THIS 17TH DAY OF SEPTEMBER, 2008.



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TONY R. RUSSELL  
DIRECTOR, CORPORATE SERVICES/  
AUTHORITY CLERK

APPROVED AS TO FORM:



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BRETON K. LOBNER  
GENERAL COUNSEL