

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
SPECIAL EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE MEETING  
MINUTES  
THURSDAY, AUGUST 20, 2015  
BOARD ROOM**

**CALL TO ORDER:**

Chair Desmond called the special meeting of the Executive Personnel and Compensation Committee and special meeting of the Board to order at 9:03 a.m. on Thursday, August 20, 2015, in the Board Room at the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

**PLEDGE OF ALLEGIANCE:**

**ROLL CALL:**

PRESENT:           Committee Members:   Desmond, Hubbs, Janney  
                          Board Members:           Gleason

ABSENT:           Committee Members:   Cox, Sessom

ALSO PRESENT:   Thella F. Bowens, President/CEO; Breton Lobner, General Counsel;  
                          Lorraine Bennett, Assistant Authority Clerk II; Sara Real, Assistant  
                          Authority Clerk I

**NON-AGENDA PUBLIC COMMENT**

**NEW BUSINESS**

**1.    APPROVAL OF MINUTES:**

RECOMMENDATION: Approve the minutes of the June 17, 2015 special meeting.

**ACTION: Moved by Board Member Hubbs and seconded by Board Member Janney to approve staff's recommendation. Motion carried unanimously, noting Board Members Cox and Sessom as ABSENT.**

**2.    PROPOSED AMENDMENT TO CORRECT THE DEFINITION OF BASE PAY USED FOR CALCULATION OF RETIREMENT BENEFIT IN THE AMENDED AND RESTATED SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY RETIREMENT PLAN AND TRUST OF 2013:**

RECOMMENDATION: Staff recommends that the Executive Personnel and Compensation Committee forward this item to the Board for approval.

Kurt Gering, Director, Talent, Culture & Capability, provided a presentation on Definition of Final Compensation, which included If the Plan is Amended to

Correct the Definition of Final Compensation for Classic Members; Definition of a One-Year Period; and Proposed Correction.

**ACTION:** Moved by Board Member Hubbs and seconded by Board Member Janney to approve staff's recommendation. Motion carried unanimously, noting Board Members Cox and Sessom as ABSENT.

**COMMITTEE MEMBER COMMENTS** - None

**ADJOURNMENT:** The meeting was adjourned at 9:07 a.m.

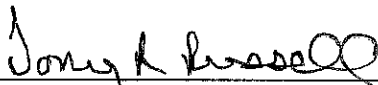
APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL  
AIRPORT AUTHORITY THIS 19<sup>TH</sup> DAY OF JANUARY, 2016.



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JEFF LINDEMAN  
SENIOR DIRECTOR,  
TALENT & ENGAGEMENT

APPROVED AS TO FORM:



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TONY RUSSELL,  
AUTHORITY CLERK