

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

CALL TO ORDER:

Chairperson Watkins called the special meeting of the Executive Personnel and Compensation Committee and Special Board Meeting to order at 9:00 a.m., Friday, August 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: Board Member Zettel led the pledge of allegiance.

ROLL CALL:

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

ABSENT: Committee Members: None

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

PUBLIC COMMENT: None

NEW BUSINESS:

1. DISCUSSION REGARDING PERFORMANCE APPRAISALS FOR THE PRESIDENT/CEO, CHIEF AUDITOR AND GENERAL COUNSEL:

Linda Shoob, Centre for Organizational Effectiveness, provided a status presentation on the progress made to date on the executive goals and performance measures methodology which included the purpose, outcomes, sequence of annual events, and recommendations.

Jeff Lindeman, Director, Human Resources, provided an overview of the recommended implementation schedule of events and the performance period adjustments.

Board Member Finnila suggested that the Purpose Statement be revised to read: "To update and enhance San Diego County Regional Airport Authority's Executive Performance Measurement System for Board reporting executives, and to complete their performance reviews in a manner that is repeatable."

ACTION: Moved by Board Member Finnila and seconded by Board Member Miller that the Board approve the following revisions:

- 1) **Sequence and timing of schedule of events**
 - **Board Approval for sequence and timing**
 - **All Board direct reports will have review periods adjusted to reflect July 1 to June 30 dates, effective July 1, 2008**

- 2) **Measure values/behaviors**
 - **Recommend baseline and developmental September 2008 and for performance ratings in May/June 2009**
 - **360 degree survey (Board members (5); Internal Peers, Customers and Direct Reports (5); and self (1))**
 - **Coach facilitated receipt of development plan resulting from feedback**
 - **First year incorporate as goal under Team Environment, then adjust if need in following years**

- 3) **Decisions regarding compensation, including performance period adjustments**
 - **Cost of Living increase uniform for all three**
 - **Discretionary bonus amount is based on performance appraisal**

Motion carried unanimously.

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

**2. 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 10:00 a.m. Chairperson Watkins reported that there was no reportable action.

ADJOURNMENT:

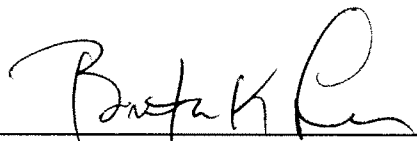
The meeting was adjourned at 10:01 a.m. The next regular meeting will be held on Thursday, September 17, 2008 at 10:00 a.m., in the Board Room at the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

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



TONY R. RUSSELL
DIRECTOR, CORPORATE SERVICES/
AUTHORITY CLERK

APPROVED AS TO FORM:



BRETON K. LOBNER
GENERAL COUNSEL