

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY BOARD
MINUTES
THURSDAY, JUNE 5, 2025
SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
BOARD ROOM**

CALL TO ORDER: Chair Cabrera called the meeting of the San Diego County Regional Airport Authority Board to order at 9:11 a.m. on Thursday, June 5, 2025, at the San Diego County Regional Airport Authority, Administration Building, 2417 McCain Road, San Diego, CA 92101.

PLEDGE OF ALLEGIANCE: Chair Cabrera led the Pledge of Allegiance.

ROLL CALL:

PRESENT:	Board Members:	Cabrera (Chair), Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly (Vice Chair), Vaus, von Wilpert
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ABSENT:	Board Members:	Fox (Ex-Officio), Herrmann (Ex-Officio), Perrault (Ex-Officio)
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ALSO PRESENT: Kimberly Becker, President/CEO; Amy Gonzalez, General Counsel; Annette Fagan Ortiz, Authority Clerk; Patricia Willis, Assistant Authority Clerk II

Kristen Camper, Community Plans & Liaison Officer, attended the meeting on behalf of Board Member Herrmann (Ex-Officio).

The Board recessed into Closed Session at 9:13 a.m. to hear item 31.

The Board reconvened from Closed Session at 10:22 a.m. and reconvened the Board meeting at 10:24 a.m.

Chair Cabrera stated that item 7 is pulled from the Consent Agenda.

PRESENTATIONS:

REPORTS FROM BOARD COMMITTEES, AD HOC COMMITTEES, AND CITIZEN COMMITTEES AND LIAISONS:

- **AUDIT COMMITTEE:** Board Member Sanchez reported that the committee last met on May 5, the agenda included Required Communications from the External Financial Audit Firm of Plante Moran, a third quarter activity report from the Office of the Chief Auditor, the Office of the Chief Auditor's Fiscal Year 2026 Risk Assessment and Audit Plan, and a review of the Fiscal Year 2026 budget for the Office of the Chief Auditor. She reported that all the items have been forwarded to the Board and are included on today's agenda. The next meeting of the Audit Committee is scheduled for Monday, September 8, 2025.
- **CAPITAL IMPROVEMENT PROGRAM OVERSIGHT COMMITTEE:** Board Member von Wilpert reported that phase 1A construction is 97% complete and the JV is focused on commissioning all the systems. The commissioning process is a multi-month effort with thousands of checklists to be completed before opening day. The second phase of the Parking Plaza is on schedule to be turned over to the Airport Authority in early June for a June 13th opening. She reported that the public art continues to be installed throughout the project with much success, and the food and beverage and retail concession tenants are all permitted, and tenant construction is ongoing. The next CIPOC meeting is scheduled for July 10, 2025, immediately following the Board Meeting.
- **EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE:** Chair Cabrera reported that the committee met last month to discuss the Performance Evaluation of the President/CEO, the General Counsel, and the Chief Auditor. The next scheduled meeting is August 25, 2025.
- **FINANCE COMMITTEE:** Board Member Sly reported that the committee met on May 22, the committee reviewed the Unaudited Financial Statements for the ten months ended April 30, 2025, as well as the Authority Investment Report as of April 30, 2025. He reported that the committee reviewed and forwarded to the Board a recommendation to delegate authority to invest and manage Authority funds to the Vice President, Chief Financial Officer/Treasurer, and the committee also reviewed and forwarded to the Board a recommendation to authorize the issuance and sale of one or more series of Authority Senior Airport Revenue Bonds. Both items are on today's agenda. The next Finance Committee meeting is scheduled for June 30, 2025.

ADVISORY COMMITTEES:

- **AUTHORITY ADVISORY COMMITTEE:** Board Member Benzian reported that the committee has not met since the last Board meeting and that the next scheduled meeting is July 24, 2025.
- **ARTS ADVISORY COMMITTEE:** Board Member Martinez reported that this week, artist Erwin Redl is onsite installing *Vessel of Light*, a vibrant LED sculpture featuring 104 custom fixtures suspended above the NT1 Heritage District Concessions Area. She also reported that on May 20, the SAN Arts Team hosted its first contracted artist workshop with San Diego-based artist Natalie Gonzalez, who guided more than thirty participants in creating Indigenous Mexican woven designs. The Arts Team will hold two more interactive artist activations this month for passengers in Terminal 2. The next scheduled Art Advisory Committee meeting will be September 4, 2025.

LIAISONS:

- **CALTRANS:** None
- **INTERGOVERNMENTAL AFFAIRS:** Chair Cabrera reported that the Trump administration released its Fiscal Year 2026 budget request for each federal agency late last week and it included funding for the Airport Improvement Program (AIP), Air Traffic Control (ATC) facility upgrades, additional Customs and Border Protection (CBP) officers, and others. Also outlined are cuts to the Transportation Security Administration (TSA) workforce, elimination of TSA staffing of exit lanes in airports, and continuing the elimination of the law enforcement officers and canine reimbursement programs and Congress will decide the funding levels for all of these programs, and the House Appropriations Committee will consider the various funding bills over the summer. He also reported that in Sacramento, Governor Newsom and state lawmakers are working to finalize the state budget for the 2025-2026 Fiscal Year and that the Governor's \$322 billion revised budget proposal projects a \$12 billion deficit as the state braces for a projected \$16 billion revenue decline. State leaders are also working to advance nearly two thousand bills ahead of the summer recess that begins July 18.
- **MILITARY AFFAIRS:** Kristen Camper, Community Plans & Liaison Officer, reported that a change of command for the Naval Base in Coronado will be on June 26, 2025, where Captain Loren Jacobi will assume duties as new Commanding Officer.
- **PORT:** None
- **WORLD TRADE CENTER:** None

BOARD REPRESENTATIVES (EXTERNAL):

- **SANDAG BOARD OF DIRECTORS:** Chair Cabrera reported that the SANDAG Board of Directors met twice since the last Board meeting, the Board received an update on the SR 11/Otay Mesa East Port of Entry project and approved the release of solicitation for non-intrusive inspection technology for the project. He reported that at the second meeting, the Office of the Independent Performance Auditor presented the performance audit of SANDAG's sole-source procurement process. The next meeting is scheduled for June 13, 2025.
- **SANDAG TRANSPORTATION COMMITTEE:** Board Member Sanchez reported that the SANDAG Transportation Committee met on May 16, SANDAG staff provided a quarterly status update on SANDAG's grant programs. She also reported that the committee approved time extensions on two Smart Growth Incentive Program projects. The next meeting is scheduled for June 6, 2025.

CHAIR REPORT: Chair Cabrera reported that the airport team has been busy with the launch of the two newest international routes, KLM Royal Dutch Airlines' new nonstop service to Amsterdam and Copa's nonstop connection to a Latin American hub, Panama City. He reported that in April, KLM Royal Dutch Airlines' new nonstop service to Amsterdam and KLM's investment in this airport strengthens San Diego's direct access to Europe and offer travelers a gateway to the Netherlands and beyond. KLM and the Authority hosted a gate celebration to commemorate the inaugural flight on May 8, which included a ribbon-cutting and a special passenger send-off before everyone boarded KLM's blue aircraft. He thanked KLM, the Regional EDC, the Tourism Authority, and Mayor Gloria's office for everyone's efforts to make this happen. He also reported that just this past Tuesday, Copa Airlines and the Authority celebrated the launch of San Diego's first-ever nonstop connection to a Latin American hub, Panama City. The new service was celebrated with a reception at the Authority and various regional community and business leaders. Copa's inaugural flight is scheduled for later this month on the 25th, which will officially mark the eleventh nonstop international route from San Diego International Airport.

PRESIDENT/CEO REPORT: Kim Becker, President/CEO, reported that on June 13, 2025, the second stage of the Terminal 1 Parking Plaza will open, bringing the total parking spaces to 5,230 and adding an additional 120 EV charging stations that will bring that total to 185 and 500 clean parking stalls. She reported that in the New T1, art is being installed, and more commissions of special systems are planned over the next couple of months. She reported that Turner School of Construction and Small Business celebrated the 2025 graduation of the Turner Construction Management and cohorts last month; eight veterans and three Authority employees were among the graduates.

She also reported that Monty Bell, Director of Human Resources, has been elected to serve a two-year term as Chair of the ACINA (Airport Council International North America) Human Resources Committee, where he will help lead the Human Resources and Workforce Initiative for the airport.

NON-AGENDA PUBLIC COMMENT: None

CONSENT AGENDA (ITEMS 1 - 20):

Item 7 was pulled and not heard.

ACTION: Moved by Board Member Vaus and seconded by Board Member Sanchez to approve the Consent Agenda. Motion carried by the following votes: YES – Cabrera, Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly, Vaus, von Wilpert; NO – None; ABSENT – None (Weighted Vote Points: YES – 100; NO – 0; ABSENT – 0)

1. APPROVAL OF MINUTES:

RECOMMENDATION: Approve the minutes of the April 17, 2025, special meeting, May 1, 2025, regular meeting, and May 15, 2025, special meeting.

2. ACCEPTANCE OF BOARD AND COMMITTEE MEMBERS' WRITTEN REPORTS ON THEIR ATTENDANCE AT APPROVED MEETINGS AND PRE-APPROVAL OF ATTENDANCE AT OTHER MEETINGS NOT COVERED BY THE CURRENT RESOLUTION:

RECOMMENDATION: Accept the reports and pre-approve Board Member attendance at other meetings, trainings and events not covered by the current resolution.

3. AWARDED CONTRACTS AND APPROVED CHANGE ORDERS FROM APRIL 4, 2025, THROUGH MAY 8, 2025, AND REAL PROPERTY AGREEMENTS GRANTED AND ACCEPTED FROM APRIL 4, 2025, THROUGH MAY 8, 2025:

RECOMMENDATION: Receive the report.

4. JUNE 2025 LEGISLATIVE REPORT:

RECOMMENDATION: Adopt Resolution No. 2025-0028, approving the June 2025 Legislative Report.

5. APPROVE APPOINTMENTS TO THE ARTS ADVISORY COMMITTEE:

RECOMMENDATION: Adopt Resolution No. 2025-0029, approving the appointments of Robert Gleason and Cat Chiu Phillips to the Arts Advisory Committee for a second consecutive term.

6. APPOINTMENT OF PUBLIC MEMBER TO THE AUDIT COMMITTEE FOR A SECOND TERM BEGINNING JUNE 30, 2025:

RECOMMENDATION: Adopt Resolution No. 2025-0030, reappointing Claudia Huerta for a new three-year term as a public member to the Audit Committee, with a term ending June 30, 2028.

Item was pulled from the Consent Agenda

7. MAKING CHANGES TO AUTHORITY POLICIES TO ENSURE CONTINUED COMPLIANCE WITH FEDERAL LAW AND AGREEING TO DEFEND AND INDEMNIFY AUTHORITY EMPLOYEES EXECUTING FEDERAL AGREEMENTS ON BEHALF OF THE AUTHORITY:

RECOMMENDATION: Adopt Resolution No. 2025-0044, making changes to Authority Policies to ensure continued compliance with Federal Law and agreeing to defend and indemnify Authority employees executing Federal agreements on behalf of the Authority.

CLAIMS:

8. REJECT CLAIM OF LINDA MULLIGAN:

RECOMMENDATION: Adopt Resolution No. 2025-0031, rejecting the claim of Linda Mulligan.

COMMITTEE RECOMMENDATIONS:

9. REVIEW OF AUTHORITY POLICY 4.20 – GUIDELINES FOR PRUDENT INVESTMENTS AND DELEGATION OF AUTHORITY TO INVEST AND MANAGE AUTHORITY FUNDS TO THE VICE PRESIDENT, CHIEF FINANCIAL OFFICER/TREASURER; AND AUTHORITY POLICY 4.40 - DEBT ISSUANCE AND MANAGEMENT POLICY:

RECOMMENDATION: Adopt Resolution No. 2025-0032, approving the delegation of authority to invest and manage Authority funds to the Vice President, Chief Financial Officer/Treasurer.

10. REQUIRED COMMUNICATION TO THE AUDIT COMMITTEE ON THE FINANCIAL AND COMPLIANCE AUDITS FOR THE FISCAL YEAR ENDED JUNE 30, 2025:

RECOMMENDATION: The Audit Committee recommends that the Board accept the information.

11. FISCAL YEAR 2025 THIRD QUARTER REPORT FROM THE OFFICE OF THE CHIEF AUDITOR:

RECOMMENDATION: The Audit Committee recommends that the Board accept the report.

12. RISK ASSESSMENT AND PROPOSED FISCAL YEAR 2026 AUDIT PLAN OF THE OFFICE OF THE CHIEF AUDITOR:

RECOMMENDATION: The Audit Committee recommends that the Board adopt Resolution No. 2025-0033, approving the Fiscal Year 2026 Proposed Audit Plan of the Office of the Chief Auditor.

CONTRACTS AND AGREEMENTS:

13. AUTHORIZE EXECUTION OF THE APPLICATION AND AGREEMENT FOR SOCIAL SECURITY COVERAGE FOR AUTHORITY EMPLOYEES WHO ARE MEMBERS OF THE SAN DIEGO CITY EMPLOYEES' RETIREMENT SYSTEM (SDCERS):

RECOMMENDATION: Adopt Resolution No. 2025-0034, authorizing the execution of the Application and Agreement for Social Security coverage for employees of the San Diego County Regional Airport Authority who are members of the San Diego City Employees' Retirement System.

14. AUTHORIZE A VOLUNTARY 2% SURCHARGE FOR FOOD AND BEVERAGE CONCESSIONS FOR EMPLOYEE RETENTION AND RECRUITMENT AT THE NEW TERMINAL 1 AND EXTEND THE EXISTING VOLUNTARY 2% SURCHARGE AT SAN DIEGO INTERNATIONAL AIRPORT:

RECOMMENDATION: Adopt Resolution No. 2025-0035 authorizing a voluntary 2% surcharge for food and beverage concessions at San Diego International Airport until July 1, 2028.

15. RATIFY A MEMORANDUM OF AGREEMENT WITH THE U.S. CUSTOMS AND BORDER PROTECTION FOR REIMBURSEMENT OF CRITICAL NETWORK INFRASTRUCTURE COSTS:

RECOMMENDATION: Adopt Resolution No. 2025-0036, ratifying a Memorandum of Agreement with the U.S. Customs and Border Protection for reimbursement of critical network infrastructure costs.

16. RATIFY A MEMORANDUM OF AGREEMENT (SDO027A-OFO-25287C) WITH U.S. CUSTOMS AND BORDER PROTECTION FOR REIMBURSEMENT OF CENTRALIZED AREA VIDEO SURVEILLANCE SYSTEM (CAVSS) COSTS:

RECOMMENDATION: Adopt Resolution No. 2025-0037, ratifying a Memorandum of Agreement (SDO027A-OFO-25287C) with U.S. Customs and Border Protection for reimbursement of Centralized Area Video Surveillance System (CAVSS) costs.

CONTRACTS AND AGREEMENTS AND/OR AMENDMENTS TO CONTRACTS AND AGREEMENTS EXCEEDING \$1 MILLION:

- 17. AWARD A CONTRACT TO S&L SPECIALTY CONSTRUCTION, INC. FOR QUIETER HOME PROGRAM PHASE 14, GROUP 1, PROJECT NO. 381401 TWENTY-FIVE (25) NON-HISTORIC SINGLE-FAMILY AND MULTI-FAMILY UNITS ON EIGHTEEN (18) RESIDENTIAL PROPERTIES LOCATED EAST AND WEST OF THE SAN DIEGO INTERNATIONAL AIRPORT:**

RECOMMENDATION: Adopt Resolution No. 2025-0038, awarding a contract to S&L Specialty Construction, Inc. in the amount of \$1,570,000 for Phase 14, Group 1, Project No. 381401, of the San Diego County Regional Airport Authority's Quieter Home Program and making a finding that the project is exempt from the California Environmental Quality Act.

- 18. APPROVE AND AUTHORIZE THE PRESIDENT/CEO TO AWARD BLANKET PURCHASE ORDERS TO PURCHASE IT EQUIPMENT AND SUPPLIES AS NEEDED FOR REPAIR AND MAINTENANCE:**

RECOMMENDATION: Adopt Resolution No. 2025-0039, approving and authorizing the President/CEO to award blanket purchase orders to GovConnection, Inc. dba Connection Public Sector Solutions, Questivity, Inc., and Zones, LLC for a three-year term with an option for two (2) one-year extensions, in a combined amount not-to-exceed \$4,500,000 for the purchase of computer equipment, software, software licensing and maintenance, hardware maintenance and peripherals.

- 19. APPROVE AND AUTHORIZE THE PRESIDENT/CEO TO EXECUTE AN AGREEMENT WITH SAAB, INC., TO PROVIDE A FLIGHT TRACKING AND SURFACE AREA MANAGEMENT SYSTEM AT SAN DIEGO INTERNATIONAL AIRPORT:**

RECOMMENDATION: Adopt Resolution No. 2025-0040, approving and authorizing the President/CEO to execute an agreement with Saab, Inc., to provide a Flight Tracking and Surface Area Management System for three (3) years, with five (5) one-year options exercisable at the sole discretion of the President/CEO, in an amount not to exceed \$2,059,864.

- 20. APPROVE AND AUTHORIZE THE PRESIDENT/CEO TO EXECUTE AN AGREEMENT FOR IDENTITY MANAGEMENT SYSTEM (IDMS) SERVICES:**

RECOMMENDATION: Adopt Resolution No. 2025-0041, approving and authorizing the President/CEO to execute an Agreement with AirBadge LLC for a term of three (3) years, with the option for two (2) one-year extensions in an amount not to exceed one million two hundred fifty thousand dollars \$1,250,000.

PUBLIC HEARINGS:

21. PRESENT THE STATUS OF AUTHORITY VACANCIES (GOVERNMENT CODE SECTION 3502.3):

Monty Bell, Director, Human Resources, provided a presentation on Current Vacancy Reporting that included Background, Vacancy Rates as of May 1, 2025, and Recruitment & Retention Efforts.

CONTINUED BUSINESS:

Board Member Vaus left the meeting at 11:00 a.m.

NEW BUSINESS:

22. APPROVAL AND ADOPTION OF THE OPERATING BUDGET FOR FISCAL YEAR 2026, THE CAPITAL PROGRAM FOR FISCAL YEARS 2026-2030, AND CONCEPTUAL APPROVAL OF THE OPERATING BUDGET FOR FISCAL YEAR 2027:

Scott Brickner, Vice President/Chief Financial Officer; John Dillian, Director, Financial Planning & Budget; and Maryellen Antonio, Manager, Airport Finance, provided a presentation on the San Diego County Regional Airport Authority Fiscal Year 2026 Proposed Budget and Fiscal Year 2027 Proposed Conceptual Budget that included, Budget Overview; Budget Summary; Capital Program Budget; and Plan of Finance FY 2025-2023.

RECOMMENDATION: Adopt Resolution No. 2025-0042, approving and adopting the Authority's Annual Operating Budget for Fiscal Year 2026, the Capital Program for Fiscal Years 2026-2030, and conceptually approving the Annual Operating Budget for Fiscal Year 2027.

ACTION: Moved by Board Member Benzian and seconded by Board Member Martinez to approve the Staff's recommendation. Motion carried by the following votes: YES – Cabrera, Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly, von Wilpert; NO – None; ABSENT – Vaus (Weighted Vote Points: YES – 88; NO – 0; ABSENT – 12)

PUBLIC COMMENTS:

CARELYN REYNOLDS, San Diego, thanked the Board for taking the time to understand the concerns about the trip fees that are ramping up for the ground transportation.

Tony Huezo, San Diego, spoke in support of the proposal presented to Airport Authority Staff and the Board.

William Alozie, San Diego, spoke on ground transportation fees; he suggested a flat fee for taxi drivers.

Adrian Kwiatkowski, San Diego, spoke in support of a proposal given to Airport Authority Staff and the Board.

Alfred Banks, San Diego, spoke on the drop-off fees.

BOARD COMMENTS:

Board Member von Wilpert would like a report out to the Board on how the fee changes implemented for ground transportation are going. She also would like a report out to the Board on the monitoring of the Parking Plaza.

Chair Cabrera would like the Authority staff to work with MTS to ensure that the fees are being passed through before the fee increase is implemented.

23. AUTHORIZING THE ISSUANCE AND SALE OF NOT TO EXCEED \$1.0 BILLION IN AGGREGATE PRINCIPAL AMOUNT OF ONE OR MORE SERIES OF SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY SENIOR AIRPORT REVENUE BONDS; APPROVING THE FORMS OF A SIXTH SUPPLEMENTAL TRUST INDENTURE, PRELIMINARY AND FINAL OFFICIAL STATEMENTS, A PURCHASE CONTRACT, A CONTINUING DISCLOSURE CERTIFICATE, AND CERTAIN RELATED MATTERS:

Geoff Bryant, Manager, Airport Finance, provided a presentation on San Diego County Regional Airport Authority Senior Airport Revenue Bonds Series 2025A (Non-AMT) and Senior Airport Revenue bonds Series 2025B (AMT) that included, The Capital Program; Planned 2025 Debt Issuance; Municipal Bond Market; Planned 2025 Debt Issuance; Airport Authority's GARB Debt Profile; Principle Documents of the 2025 Bonds; The Authority's Team and Preliminary Timeline for 2025 Bonds.

RECOMMENDATION: Adopt Resolution No. 2025-0043, authorizing the issuance and sale of not to exceed \$1.0 billion in aggregate principal amount of one or more series of San Diego County Regional Airport Authority Senior Airport Revenue Bonds; and approving related documents and matters.

ACTION: Moved by Board Member Sly and seconded by Board Member Montgomery Steppe to approve the Staff's recommendation. Motion carried by the following votes: YES – Cabrera, Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly, von Wilpert; NO – None; ABSENT – Vaus (Weighted Vote Points: YES – 88; NO – 0; ABSENT – 12)

CLOSED SESSION: The Board recessed into Closed Session at 11:36 a.m. to hear items 27, 28, and 29.

Board Member von Wilpert left the meeting at 11:36 a.m.

27. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957

Title: President/Chief Executive Officer

28. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957

Title: General Counsel

29. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Cal. Gov. Code §54957

Title: Chief Auditor

30. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION:

Paragraph (1) of subdivision (d) of Cal. Gov. Code §54956.9

Name of Case: San Diego County Regional Airport Authority v. AQ US SW Holding Co., et al., San Diego Superior Court Case No. 37-2023-00032124-CU-BC- CTL

31. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION:

Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section 54956.9

Number of potential Cases: 2

REPORT ON CLOSED SESSION: The Board adjourned out of Closed Session at 11:49 a.m.

NEW BUSINESS, CONTINUED:

24. PUBLIC EMPLOYEE COMPENSATION: DISCUSSION AND POSSIBLE ACTION CONCERNING COMPENSATION FOR THE PRESIDENT/CEO:

RECOMMENDATION: The Board will be discussing and possibly taking action regarding the performance of the President/CEO.

ACTION: Moved by Board Member Sly and seconded by Board Member Martinez, as a result of exemplary performance, to award the President/CEO, a merit increase of 5.0% to the base salary and a discretionary bonus of 25%. Motion carried by the following votes: YES – Cabrera, Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly; NO – None; ABSENT – Vaus, von Wilpert; (Weighted Vote Points: YES – 75; NO – 0; ABSENT – 25)

25. PUBLIC EMPLOYEE COMPENSATION: DISCUSSION AND POSSIBLE ACTION CONCERNING COMPENSATION FOR THE GENERAL COUNSEL:

RECOMMENDATION: The Board will be discussing and possibly taking action regarding the performance of the General Counsel.

ACTION: Moved by Board Member Sly and seconded by Board Member Benzian, as a result of exemplary performance, to award the General Counsel, a merit increase of 5.0% to the base salary and a discretionary bonus of 25%. Motion carried by the following votes: YES –Cabrera, Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly, von Wilpert; NO – None; ABSENT –Vaus and von Wilpert; (Weighted Vote Points: YES – 75; NO – 0; ABSENT – 25)

26. PUBLIC EMPLOYEE COMPENSATION: DISCUSSION AND POSSIBLE ACTION CONCERNING COMPENSATION FOR THE CHIEF AUDITOR:

RECOMMENDATION: The Board will be discussing and possibly taking action regarding the performance of the Chief Auditor.

ACTION: Moved by Board Member Sly and seconded by Board Member Perez, as a result of exemplary performance, to award the Chief Auditor, a merit increase of 5.0% to the base salary, a discretionary bonus of 25%, and market increase of 3%. Motion carried by the following votes: YES –Cabrera, Benzian, Martinez, Montgomery Steppe, Perez, Sanchez, Sly; NO – None; ABSENT – Vaus, von Wilpert; (Weighted Vote Points: YES – 75; NO – 0; ABSENT – 25)

GENERAL COUNSEL REPORT:

BOARD COMMENT:

ADJOURNMENT: The meeting adjourned at 11:52 a.m.

APPROVED BY A MOTION OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY
BOARD THIS 10TH DAY OF JULY 2025.

ATTEST:



ANNETTE FAGAN ORTIZ
AUTHORITY CLERK

APPROVED AS TO FORM:



AMY GONZALEZ
GENERAL COUNSEL