

**SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY  
SPECIAL EXECUTIVE PERSONNEL AND  
COMPENSATION COMMITTEE MEETING  
MINUTES  
MONDAY, SEPTEMBER 26, 2011  
BOARD ROOM**

**CALL TO ORDER:**

Chair Desmond called the special meeting of the Executive Personnel and Compensation Committee to order at 9:36 a.m. on Monday, September 26, 2011, in the Board Room of the San Diego International Airport, Commuter Terminal, 3225 N. Harbor Drive, San Diego, CA 92101.

**PLEDGE OF ALLEGIANCE:**

**ROLL CALL:**

PRESENT:           Committee Members:   Boland, Cox, Desmond, Smisek  
                          Board Members:        Gleason, Hubbs, Panknin, Robinson

ABSENT:           Committee Members:   None

ALSO PRESENT:   Angela Shafer-Payne, Vice President, Planning and Operations;  
                          Breton K. Lobner, General Counsel; Tony R. Russell, Director,  
                          Corporate Services/Authority Clerk; Linda D. Gehlken, Assistant  
                          Authority Clerk I

**NEW BUSINESS:**

1.   **RENEWAL OF THE EMPLOYEE BENEFIT PROGRAM FOR 2012:**  
      Jeff Lindeman; Director, Human Resources, and Paul LaBounty; Vice President, Alliant Insurance Services, provided a presentation on renewal of the Employee Benefits for 2012 that included a historical perspective, 2012 renewal strategy, benchmark data, renewal recommendations and future considerations.

In response to Board Member Cox regarding the employee benefits task force, Mr. Lindeman stated that the task force consisted of fourteen employees, representing all levels within the organization. He stated that a majority of the task force voted in support of the recommendations presented.

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

**ACTION: Moved by Board Member Smisek and seconded by Board Member Cox to approve staff's recommendation. Motion carried unanimously.**

**CLOSED SESSION:** The Committee recessed into Closed Session at 10:20 a.m. to discuss Item 2.

**2. CONFERENCE WITH LABOR NEGOTIATOR:**

Labor negotiations pursuant to Cal. Gov. Code §54957.6.

Authority Designated 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 10:36 a.m. There was no reportable action.


**COMMITTEE MEMBER COMMENTS:** None

**ADJOURNMENT:** The meeting was adjourned at 10:37 a.m.

APPROVED BY A MOTION OF THE EXECUTIVE PERSONNEL AND COMPENSATION COMMITTEE OF THE SAN DIEGO COUNTY REGIONAL AIRPORT AUTHORITY THIS THIS 18TH DAY OF JANUARY, 2012.

  
JEFFREY WOODSON  
VICE PRESIDENT, ADMINISTRATION

APPROVED AS TO FORM:

  
TONY R. RUSSELL  
DIRECTOR, CORPORATE SERVICES/  
AUTHORITY CLERK