



MINUTES
CEO Performance Review
Committee Meeting
JAA Administration Bldg./3rd Floor
Board Committee Room
January 28, 2013/8:00a

Committee Chairman Chester Aikens called the January 28, 2013 CEO Performance Review Committee meeting to order at 8:05am. The following committee members were in attendance at the call to order:

Dr. Chester Aikens
Mr. Ernie Isaac
Mr. A. L. Kelly

Also in attendance were Mrs. Debra Braga, Chief Legal Officer and recording secretary Mrs. Melissa Marcha'-Lee, and Mrs. Terri Davlantes, board member.

Chairman Aikens advised that the reason for the meeting was to discuss the CEO salary increase item that was tabled at the October 2012 committee meeting, during which the CEO's performance was rated as outstanding. He asked the committee members for their input and suggested increase amount.

Mr. Isaac cited the recent airline agreement, lease with Flightstar, bonds loan and the staff mentality shift as reasons for JAA to reward Mr. Grossman for his performance, and while he would like to designate a higher percentage, he doesn't believe Mr. Grossman would accept anything more than the average of the recent JAA annual increases, which is 3%. He also would have recommended an incentive had that option been applicable.

Mr. Kelly cited Mr. Grossman's assembling of an outstanding team, union negotiations, Flightstar's job opportunities, the excellent operating margin and meeting of goals and objectives as his comments, and agreed with Mr. Isaac's suggested 3%.

Chairman Aikens echoed the comments of both committee members and agreed with the suggested 3% increase, and reminded all that this discussion is based on the new contract, which no longer has an incentive option. He advised that a salary increase could be construed by the public as ignoring the big picture, which is layoffs, job loss, etc. however, the fact that 3% is in line with what was given to staff members, he does not feel it is a violation of the public trust – we must be honest, forthright and credible in our fiduciary responsibility to the citizens of Jacksonville. The committee members agreed, and further agreed that the increase shall be retroactive to October 1, 2012.

The committee agreed that Chairman Aikens shall present a recommendation to the board at its January 28, 2012 meeting, that the CEO's salary shall be increased by 3% retroactive to October 1, 2012.

There being no further business to come before the committee, the meeting was adjourned at 8:25am.